

AGREEMENT BETWEEN
THE CITY OF MANCHESTER, NH
AND
THE MANCHESTER POLICE PATROLMAN'S ASSOCIATION
JULY 1, 2016 – JUNE 30, 2019

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ARTICLE 1 UNIT DESCRIPTION

- 1.1 The unit to which this Agreement is applicable shall consist of Manchester Police Department employees as follows:

All regular full-time Police Officers, all regular full-time Humane Officers and all regular full-time Parking Control Officers, excluding all other employees of the Manchester Police Department.

ARTICLE 2 MANAGEMENT'S RIGHTS

- 2.1 The Commission and the Police Chief will continue to have, whether exercised or not, all the rights, powers and authority heretofore existing, including, but not limited to the following: The Commission and/or the Police Chief will determine the standards of services to be offered by the Police Department, determine the standards of selection for employment, direct its employees; take disciplinary action, relieve its employees from duty because of lack of work or for other legitimate reasons; issue and enforce rules and regulations; maintain the efficiency of governmental operations; determine the methods, means and personnel by which the Police Department's operations are to be conducted, determine the content of job classifications; exercise complete control and discretion over its organization and the technology of performing its work; and fulfill all of its legal responsibilities. All of the rights, responsibilities and prerogatives that are inherent in the Commission or the Police Chief by virtue of statutory and charter provisions cannot be subject to any grievance or arbitration proceeding.

ARTICLE 3 EMPLOYEE'S RIGHTS

- 3.1 The MPPA and the Commission agree that there will be no discrimination against any employee on account of membership or non membership in the MPPA and no disciplinary action shall be taken against an employee except for just cause.
- 3.2 The Commission agrees that it will not interfere with the formation, existence, operation or administration of the MPPA.
- 3.3 The members of the MPPA's bargaining committee who are scheduled to work a tour of duty during collective bargaining negotiations shall be granted time off without loss of pay or benefits for all meetings between the Commission, its agents or representatives and the MPPA for the purpose of negotiating the terms of the contract or any supplements thereto.
- 3.4 The MPPA President or his designee shall be granted reasonable time off during working hours, without loss of pay or benefits, for the purpose of conducting business of the MPPA or attending meetings or legislative hearings related to the *business* of the MPPA; provided, however, the MPPA President or his designee shall request permission from the

Chief of Police or the designee of the Chief of Police or the relief officer in charge prior to taking such time off. It is understood that such permission maybe refused if it will interfere with the normal and orderly operation of the department. The MPPA President and one designee shall be granted reasonable time off during working hours, without loss of pay or benefits to attend three days training during the course of a calendar year; provided, however, the MPPA President and his designee shall provide reasonable notice to the Chief of Police or the designee of the Chief of Police or the relief officer in charge prior to taking such time off. For purposes of attending official negotiation sessions and arbitration *hearings* the MPPA President shall be given working hours off in lieu of hours spent attending such events while off duty.

ARTICLE 4

PRIOR BENEFITS AND PRESERVATION OF RIGHTS

- 4.1 The Commission agrees that conditions of employment and working conditions previously established as policy of the Commission shall be not less than those now in effect and will remain in effect unless specifically modified by this Agreement. Nothing in this Article will limit the rights of the Commission to revise the Rules and Regulations, policies and/or working conditions to improve the efficiency of the Department, provided, however, any such change or revision shall not be subject to the grievance procedure.

ARTICLE 5

STABILITY OF AGREEMENT

- 5.1 No amendment, alteration or variation of the terms or provisions of this Agreement shall bind the parties hereto unless made and executed in writing by said parties.
- 5.2 Any portion of this Agreement found to be in conflict with any current City Ordinance, or with a State statute or governmental regulation now in effect or enacted at a later date will be null and void. However, all other portions of this Agreement will remain in effect.
- 5.3 This Agreement represents the entire Agreement between the parties hereto and may not be modified in whole or in part except by an instrument in writing duly executed by both parties.
- 5.4 The Union agrees to provide a copy of this Agreement to each employee in the bargaining unit.

ARTICLE 6

DUES DEDUCTION

- 6.1 The Commission agrees to authorize the deduction of MPPA dues from each employee who has signed an authorization, and to send the dues to: The Treasurer of the Manchester Police Patrolman's Association.

- 6.2 The Union will keep the Commission informed to the correct name and address of the Treasurer of the Manchester Police Patrolman's Association.
- 6.3 This deduction of dues shall be made on a weekly basis and shall be sent monthly to the Treasurer of the Manchester Police Patrolman's Association.
- 6.4 If any employee has no check coming to him or if his check is not large enough to satisfy the dues, then no deduction will be made from that employee. In no case will the City attempt to collect fines or assessments for the Union beyond the regular dues.
- 6.5.1 Should there be a dispute between an employee and the Union over the matter of deduction, the Union agrees to hold the City harmless in any such dispute.
- 6.6 Any employee who is in the Bargaining Unit and is not a member of the Union but wishes to have the Union represent him/her in a grievance, shall assume full financial responsibility as to the actual cost of processing the grievance. Collection of such fees shall be the sole responsibility of the Union.

ARTICLE 7 GRIEVANCE PROCEDURE

- 7.1(A) A grievance is defined as a claim or dispute arising out of the application or interpretation of this Agreement, under express provisions of the Agreement, and shall be processed by following the steps described in this article.
- 7.1(B) For the purpose of this article, a "BUSINESS DAY" shall be defined as Monday through Friday with Holidays excluded.
- 7.2 STEP ONE: A member of the bargaining unit must first take up the grievance with his immediate supervisor. The immediate supervisor shall give his answer within –five (5) business days.
- 7.3 STEP TWO: Failing adjustment by these parties, the grievant may, within five (5) business days, submit the grievance, which must be in writing and which must list the article and section violated and the specific grievance, to the Supervisor in charge of the Administration Division, or in the case of a Parking Control Officer, to the Parking Division Supervisor. The Supervisor in charge of Administration will render his decision within five (5) business days.
- 7.4 STEP THREE: Failing adjustment by these parties, the Supervisor in charge of Administration will:
1. Automatically forward the grievance referred to in Step 2 above, to the Chief of Police or Finance Director, depending on the chain of command.
 2. Forward a letter to MPPA notifying them of same;
 3. The Chief or Finance Director will render his decision within seven (7) business days from the date on the above letter from the Supervisor in charge of

Administration.

- 7.5(A) STEP FOUR: If the decision of the Chief of Police or Finance Director is not acceptable to the aggrieved member of the bargaining unit, the grievant and the union may submit the grievance to the City of Manchester's Chief Negotiator/Labor Contract Administrator for the scheduling of a pre-arbitration meeting. The grievance must be submitted to the Chief Negotiator/Labor Contract Administrator within ten (10) business days from the date that the Chief of Police or Finance Director rendered his decision. The pre-arbitration meeting must be held within thirty (30) business days from the date that the Chief or Finance Director rendered his decision. This time limit may be extended upon mutual agreement of the parties.

In the event that the City does not respond within the allotted time period, absent an extension, it will be deemed denied.

- 7.5(B) PRE-ARBITRATION MEETING: Prior to submission of the grievance to arbitration, a meeting will be held to determine if the grievance can be settled without arbitration. Such meeting will include representative(s) from the department, the Union, the Chief Negotiator/Contract Administrator and the Grievant(s).

The parties may agree that the Grievant(s) may not need to attend.

- 7.5(C) After making full use of the above pre-arbitration procedure and having failed to reach a satisfactory solution, the grievance may be submitted by the Union to the New Hampshire Public Employee Labor Relations Board or other mutually acceptable agency for the appointment of an arbitrator in accordance with the rules and regulations of the agency. The Union must make its submission within fifteen (15) business days after the date of the report of the pre-arbitration meeting and it must simultaneously convey a copy of the submission to the Chief of Police or Finance Director.

If the Union fails to request the appointment of an arbitrator within fifteen (15) business days after the date of the report of the pre-arbitration meeting, the grievance shall be deemed abandoned and no further action shall be taken with respect to the grievance.

- 7.6 The arbitrator shall not have the power to add to, ignore or modify any of the terms and conditions of this agreement. His decision shall not go beyond what is necessary for the interpretation and application of express provisions of this agreement.

The arbitrator shall not substitute his judgment for that of the parties in the exercise of rights granted or retained by this agreement. The decision of the arbitrator shall be final and binding upon the parties as to the matter in dispute.

- 7.7 The party submitting a grievance to arbitration shall pay the total administrative fee for the processing of the grievance. Each party shall make arrangements to pay the expenses of witnesses who are called by them. The expenses of the arbitrator shall be paid by the losing party. It shall be incumbent upon the arbitrator to specify the party designated as the losing party to facilitate payment of arbitrator costs.
- 7.8 If the grievance involved the immediate supervisor, section 7.3 of this article shall become the first step in the grievance procedure.
- 7.9 A grievance shall be put in motion within thirty (30) business days of the event which gives rise to the grievance or shall be considered null and void. If the grievant does not process the grievance within the time limits set forth in sections 7.2, 7.3, 7.4 and 7.5, it shall be considered as dismissed. If a decision is not rendered within the time limits as set forth in sections 7.2, 7.3 and 7.4 above, the grievant may proceed to the next step.
- 7.10 The above times may be extended by mutual written agreement of the parties.
- 7.11 The employee, when discussing his grievance with management, may, at his/her discretion, be accompanied by a Union representative.
- 7.12 The grievant shall be in a pay status when processing a grievance or acting as a witness if said processing of a grievance or acting as a witness occurs during his/her scheduled duty hours. A representative of the Union shall be in a pay status when processing a grievance or acting as a witness if said processing of a grievance or acting as a witness occurs during his scheduled duty hours, provided said representative shall request permission prior to taking such time off from the Chief of Police or his designee or Finance Director and it is understood that such permission may be refused if it will interfere with the normal and orderly operation of the department, but in no event will such time off be denied for more than two (2) of the representative's consecutive shift periods, not including days off
- The parties agree that no more than two (2) union representatives may attend a pre-arbitration meeting or an arbitration hearing while in a pay status, if such meeting/hearing occurs during their scheduled duty hours.
- 7.13 The Commission shall have the right to initiate a grievance growing out of a claim or dispute arising out of the application or interpretation of this agreement, under express provision of the agreement, provided, however, that the Commission may, in its discretion, submit any claim by the Commission for breach of Article 26 of this agreement entitled "No Strike Clause" to any other forum of the Commission's choice. In the event the Commission initiates a grievance, it shall do so by

filing said grievance with the Union within forty-five (45) business days from the date of the event which gives rise to the alleged grievance. If the matter is not resolved by and between the Commission and the Union, the Commission may submit a written request to the American Arbitration Association or to another mutually agreed upon neutral arbitration and conciliation service to appoint an arbitrator to resolve said grievance in accordance with its rules and regulations and the provisions of sections 7.6, 7.7 and 7.8 of the article shall apply to such processing. The Commission will simultaneously convey a copy of the request for arbitration to the Union President.

ARTICLE 8 HOURS OF WORK

8.1 Effective July 1, 2010 the Manchester Police Department shall continue to implement the following work schedule for all bargaining unit employees except those as noted in Section 8.2 below.

(A) A regular work relief of 8 1/2 hours shall be scheduled on the basis of four consecutive work days on duty followed by two consecutive days off duty, progressing through a six calendar week cycle.

(B) The average work week over the six-week cycle shall consist of forty hours.

(C) The regular work relief shall consist of 8 1/2 hours of which the first thirty minutes shall be used for mandatory in- service training and roll call. The overtime provision of this Agreement will not apply to work performed during a regularly scheduled work relief nor to work performed during a regularly scheduled work week.

(D) K-9 Officers will select their shifts by seniority within their specialty area.

(E) In the Juvenile, Detective and Traffic Division if too many officers seek a particular shift, and the criteria are relatively equal, shift preference will be given to the senior officer if the division head has no objections.

8.2 Exceptions to the above regular work relief of 8 ½ hours and regular work week of four consecutive work days on duty followed by two consecutive days off-duty may be made for Parking Control Officers and Humane Officers because of the nature of their work. Variations of the "four and two" schedule may be implemented for Parking Control Officers and Humane Officers if they are beneficial to the Department and the employees.

Determination of the work schedules for the Humane Officers shall be made by the Police Chief. Determination of the work schedules for the Parking Control Officers shall be made by the Chief of Police or the Parking Manager. Any changes from the schedules in effect for Parking Control Officers and/or Humane Officers immediately prior to the date of the execution of this Agreement shall be implemented only after the employees concerned and the representatives of the bargaining unit have been given at least two calendar weeks notice of such change and an opportunity to discuss the matter with the Chief of Police, or in the case of

the Parking Control Officers, the Parking Manager. The decision of the Chief of Police/Parking Manager shall be final and shall not be subject to the Grievance Procedure.

Date of the shift change. Accordingly, subsequent officers involuntarily placed will be selected inversely, until the 33% level is met.

- 8.4 The Union agrees that employees who are habitually late in reporting for work shall first be given an oral warning. If the employee continues to report late, he/she shall be given a written warning to be inserted in his/her personnel jacket. If the employee still continues to report late, he/she may be subject to disciplinary action, including suspension and/or dismissal.

ARTICLE 9 OVERTIME

9.1 Subject to all other provisions of this Article:

- (a) Eight and one-half (8 1/2) hours shall constitute the "regular work relief", and
- (b) the "regular work week" shall be computed on the basis of a six week cycle which includes four calendar weeks Sunday through Saturday consisting of five work reliefs with two consecutive days off and two calendar weeks Sunday through Saturday consisting of four consecutive work reliefs with three non-consecutive days off.

9.2 Overtime shall be paid at the rate of time and one-half the regular hourly rate to include longevity for authorized time worked in excess of the "regular work relief" or the "regularly scheduled work week" as defined in Section 9.1 above, provided, however, that in determining whether an employee is entitled to compensation at the overtime rate for authorized hours work in excess of a "regular work week" as defined in Section 9.1 above, any time worked in excess of a single "regular work relief" shall not be counted.

9.3 The overtime premium or rate shall not be pyramided, compounded, added together or paid twice for the same time worked.

9.4 Absences shall not be counted as hours or days worked in determining whether or not an employee is entitled to compensation at the overtime rate.

9.5 ELECTION DETAIL - Any officer working on election detail shall be paid at the rate of time and one-half the regular hourly rate of pay for such employee, for authorized work performed on such detail, provided that a Reserve Police Officer may, at the discretion of the Chief or his designee, be assigned with a police officer on election details. In such case the Reserve Police Officer will be paid at straight time.

9.6 TRAINING - Effective upon the date of ratification of this Agreement, it is agreed by the Union that members of the Bargaining Unit will report for training courses/classes at the

administrative discretion of the department during off duty hours.

Training hours are to be paid at the regular and overtime hourly rate for the employee. It is further agreed such training courses/classes shall not exceed six (6) full days of training during any calendar year. Each session of training shall be considered as a day of training, whether for a full day or a portion of a day. It is further agreed that employees will not be scheduled for training courses during their scheduled vacations and shall be given advance notice of at least ten (10) days of the scheduled training.

It is understood and agreed that the management of the department may schedule employees for less than six (6) days of training on off-duty days and the employees will only be paid for actual hours of training time, provided that employees shall be paid for a minimum of four (4) hours at the overtime time rate for each training session.

- 9.7 OVERTIME - Except in cases of emergency all overtime, defined as time worked in excess of a "regular work relief" or a "regular work week" must be authorized in writing by the officer in charge of the relief. All officers shall be required to work emergency or unscheduled overtime when requested, unless excused by the officer in charge.

Planned overtime, which is defined as assignments to parade duty, Christmas traffic duty, election details and other scheduled events shall be assigned to officers on a voluntary basis. If insufficient officers volunteer within five (5) calendar days of the scheduled event then assignments shall be made to regular officers first, in inverse order of seniority, and reserve officers second, as needed.

Officers who volunteer for overtime for planned events must notify the department at least forty-eight (48) hours in advance of the scheduled event if the officer will not be able to perform the planned overtime. Failure to notify the department at least forty-eight (48) hours in advance shall require the officer to perform the scheduled overtime.

- 9.8 Any employee who fails to appear for emergencies or for planned overtime shall be subject to corrective disciplinary action.

ARTICLE 10 HOLIDAYS

- 10.1 The following days shall be paid holidays for the bargaining unit members:

New Years' Day	Labor Day	Martin Luther King, Jr. Day
President's Day	Columbus Day	
Veteran's Day	Memorial Day	Election Day
Independence Day	Thanksgiving Day	Christmas Day
Fast Day		

- 10.2 Employees shall be compensated for the above holidays in lieu of being allowed time off on

holidays. Such compensation shall be at straight time pay of one- fifth (1/5) of a regular week's pay.

- 10.3 Those employees who are assigned on a straight work week Monday through Friday on day shifts shall, whenever applicable, be allowed time off on the above holidays. In such instances, the employee shall receive his regular pay and shall not receive additional pay in lieu of the holiday.
- 10.4 If a holiday occurs within an employee's scheduled vacation period, the employee shall be given an extra day's pay.
- 10.5 For the purpose of this Article, the holiday shall be the twenty-four (24) hour period commencing at 12:01 AM of that day.
- 10.6 Longevity steps shall be included in the payment for holidays, which are paid for in lieu of employees being allowed time off.
- 10.7.1 Bargaining unit members, except parking control officers, will be paid twice a year on the basis of the pay rate that was in effect on the date of the holidays involved. Payment will be made each year in the first pay period of June, to include New Year's Day, Martin Luther King, Jr. Day, Fast Day, President's Day and Memorial Day. The second pay period shall be the first pay period of December, including all remaining holidays. The Christmas holiday shall be paid in the employees regular check following Christmas Day.

Article 11

VACATIONS

- 11.1 Effective on date of ratification employees in the Bargaining Unit shall be entitled to paid vacations as follows:

- (A) Accrual rate for two (2) calendar weeks begins on date of hire.
- (B) Accrual rate for three (3) calendar weeks begins at the beginning of six (6) years of continuous service.
- (C) Accrual rate for four (4) calendar weeks begins at the beginning of ten (10) years of continuous service.
- (D) Accrual rate for five (5) calendar weeks begins at the beginning of fifteen (15) years of continuous service.
- (E) Accrual rate for six (6) calendar weeks begins at the beginning of twenty (20) years of continuous service.

Employees "shall earn vacation time at the rate of 1/12 of their annual entitlement for each completed month of service. Vacation credits may accrue to two (2) times the employee's annual accrual amount, with the following maximums.

Maximum accrual for 10 years of service is 320 hours
Maximum accrual for 15 years of service is 400 hours
Maximum accrual for 20 years of service is 480 hours

- 11.2 Employees serving an initial probation period accrue vacation, but are not eligible to use vacation during the first six months of employment. Such probationary employees are not entitled to any vacation benefits if terminated during the initial six-month period.
- 11.3 Employees shall become eligible for earned vacation after six (6) months of continuous service.
- 11.4 When an employee terminates his employment with the Manchester Police Department for any reason except as specified in Section 11.2 above, he/she shall be compensated for all earned vacation time to a maximum of 400 hours.
- 11.15 Selection of vacation periods shall be by seniority. However, no vacation period shall extend beyond two (2) weeks until every eligible police officer shall have had an opportunity to have a two (2) week vacation, except at the discretion of the Chief.
- 11.6 SELECTION OF VACATIONS. Vacation selection shall occur two times per year with each vacation pick to coincide with shift picks as specified in article 8.3(B) SHIFT BY

SENIORITY. The two vacation periods will be as follows:

Summer Vacation will be considered May 01 thru October 31. Winter Vacation will be considered November 01 thru April 30. The summer vacation pick will take place after the start of the January shift selection and the winter vacation pick will take place after the start of the September shift selection. All officers must make their vacation selections no later than 24 hours after being personally notified that it is that officer's turn to pick.

If any officer fails to pick his/her vacation within the 24 hour time limit, that officer will be passed over for selection. Officers who were passed over or officers who elected to be passed over will be allowed to select a vacation slot at any time as long as no officer who has already picked is bumped.

The initial selection period for picking vacations by seniority will be for 21 calendar days from the first day of the January shift change and the first day of the September shift change.

- 11.7 SINGLE VACATION DAYS. Effective August 3, 2004, the Department will continue its practice of allowing employees to take single vacation days at its discretion. In addition, each employee shall be entitled to take one (1) guaranteed single vacation day per fiscal year, even though this day does result in overtime.

No more than one (1) guaranteed single vacation day may be approved per shift on a first-

come, first-served basis. No employee will be charged for the use of his/her guaranteed single vacation day, unless overtime is actually hired for that shift.

ARTICLE 12 EXTRA DETAILS

- 12.1 An extra detail shall be defined as that duty performed by an off-duty police officer for an employer other than the Manchester Police Department for which payment is not made directly from the Manchester Police Department payroll and will include those duties required by statute or ordinance and those duties for which requests are made to the Manchester Police Department. Members of the bargaining unit will have a right of first refusal, to all details performed within the City of Manchester.
- 12.2 Personnel performing extra details shall at all times be governed by the rules and regulations of the Manchester Police Department in effect at the time the work is performed.
- 12.3 Personnel desiring extra details shall submit their names in writing to the Chief of Police or his designee for placement on the extra details roster. Personnel desiring to withdraw their names from the extra detail roster shall do so in writing to the Chief of Police or his designee. Personnel who have so withdrawn may, at any time, apply for reinstatement.
- 12.4 All names on the extra detail roster will be treated equally. In the event of a swap, a superior officer in charge of headquarters must be notified by the person originally assigned to the detail. Failure to notify a superior officer in charge of headquarters of a swap may disqualify that individual from the extra detail roster for a period not to exceed two weeks.
- 12.5.1 Any individual who is assigned to and accepts an extra detail must fill that detail as scheduled or notify the Relief Commander as to his/her reason for not filling the detail at least thirty-six (36) hours prior to the start of the detail, except in cases of "confining illness". Failure to notify the Relief Commander or failure to fill the detail shall automatically disqualify that individual from the extra detail roster for a period of two (2) weeks, subject to review by the Police Chief. If a details is cancelled by the contractor and the assigned officer is unable to obtain a replacement details the same week, he/she will be allowed first choice of the details scheduled for the following week. In no case will an officer already assigned to a detail be removed from that detail to compensate the cancelled officer.

The Union accepts that when a job is designated as weather-related, it is incumbent upon the officer to check his voice mail one hour prior to the start of the job for a cancellation notice.

- 12.6 If a question arises over use of sick leave or recurring injuries by an individual whose name is on the extra detail roster, action may be taken by the Chief of Police or his designee to have him disqualified from performing extra details.
- 12.7 Personnel on the extra detail roster shall not be assigned or allowed to take more than twenty-four (24) hours, combined, of extra details, planned overtime and/or special details in any work week. Court appearances, emergency overtime and training overtime shall not be included for the purpose of calculating this twenty-four (24) hour limit.
- 12.8(A) The hourly rate for an extra duty detail will be set at \$43.36 (pensionable) or \$54.33 (non-pensionable) per hour or any fraction of an hour with a minimum of four hours, including for scholastic events. The rate of pay for establishments serving alcohol after midnight and mandated by the Department to hire a detail for that event will be one and one half (1 1/2) times the normal rate of Yarger *Decker* salary schedule Grade 18 Step 13, plus twelve dollars (\$12.00) per hour. Any hours worked in excess of eight (8) hours on details shall be compensated for at one and one half (Xit) times the extra details rate as described above. Extra details performed on Christmas Eve, Christmas Day, New Years Eve, New Years day shall be paid at double the normal Extra Detail hourly rate as described above. Extra details performed on Thanksgiving Day, Memorial Day, July 4th, and Labor Day shall be paid at double the normal Extra Detail hourly rate as described above except for City athletic events.

The rate of pay for Extra Details in cases of declared strikes (company requests police presence during a labor dispute) shall be one and one half MO times the normal Extra Details rate as specified above. It is expressly understood and agreed that declared strikes, by location, may be deemed priority Extra details and must *be* filled before any other Extra Details.

The City may deduct from the Extra Detail rates, paid to the bargaining unit member, as specified above *such* amounts as are necessary to pay the employer and the employee contributions to the New Hampshire Retirement System.

During peak detail season from May 1 to December 1 the detail cap will be raised to 30 hours per week. Emergency overtime, Training, and Court Time will not be included in the cap. The definition of emergency overtime is overtime work in a division to fill a regular or mandatory work assignment.

- 12.8(B) As a consideration for the Police Department to continue to administer the Extra Details program the MPPA Bargaining Unit agrees to the following method of payment for the program: an administrative fee of one dollar and seventy cents (\$1.70) per hour of extra detail worked.

shall be returned to the Police Department for the purpose of administering the extra detail program. Such fee, plus an amount sufficient to cover the City's retirement contribution shall be

withheld prior to payment to the officer working the extra detail. In addition, the City shall deduct the proper amount, to cover the employee's share, from the earnings paid to the bargaining unit member for the extra detail work, and shall make payments to the employees retirement system.

- 12.8(C) Subject to approval of the Finance Director of the Administrative procedure required in this section, one dollar (\$1.00) from the payment for each extra detail hour worked shall be placed in a revolving fund. This fund shall be used for the pre-payment to officers for extra details pending payment by the contractors. This fund shall be administered jointly by the Police Department and the Finance Department. Payment of \$1.00 per extra detail hour worked shall be made until June 30, 1999, at which time an accounting of the fund will be made. During such period the officer shall be paid in accordance with Section 12.8(B) (with exceptions as noted). The City shall receive \$1.70 per hour and the Revolving Fund shall receive \$1.00 per hour. On June 30, 1999 the payment into the Revolving Fund shall cease and the officer shall receive one additional dollar per hour. The Revolving Fund will be maintained thereafter by the re-payment of pre-paid extra details as the officers receive payment from the contractors.

As soon as practicable, with the implementation of the new computer system, the Police Department agrees to provide the Association with a quarterly accounting of the revolving fund. Additionally, the Association's representative may arrange to review the revolving fund during normal business hours. The Association reserves the right, at its own expense, to have an annual audit prepared by a certified public accountant. The Association acknowledges that the City has sole responsibility for administering the extra detail program.

Nothing in this section shall obligate the department or the City to expend any City funds for the implementation of this Article.

In the event the Revolving Fund is dissolved then any remaining funds shall be paid into the Police Relief Association Fund for use by such Association.

- 12.8(D) The administration costs shall include the salary and fringe benefits costs of the individual who handles the Extra Work assignment and bookkeeping functions, overhead costs which are a direct cost to the employer and the cost of Workers' Compensation Insurance.
- 12.8(E) In addition to the above administrative costs the MPPA Bargaining Unit members agree that if in the future the City is required to make payments into any other retirement system or Unemployment Compensation fund on the earnings paid to bargaining unit members for Extra Detail work then the hourly rate shall be increased to cover the City's actual costs for such retirement and/or Unemployment Compensation costs. If the hourly rate is to be increased more than \$.50 per hour then such increase shall be negotiated with MPPA. Such retirement and unemployment compensation payments shall be deducted from monies owed to the individual participant from funds collected from the employing agencies.

- 12.9 Reserve Police Officers shall not be utilized by the Chief of Police for extra details assignments as long as regular full-time Manchester Police Officers are available, except for election details as established by Article 9, Section 9.5.
- 12.10 Personnel on the extra detail roster shall submit on the required form the date, place, name of employer, starting and finishing time and the amount of money paid or due them for such details. Personnel will not perform such extra details on either a voluntary or paid basis without having such extra details recorded in the extra detail book and must complete the required form even though the extra detail was a voluntary non-paid basis.
- 12.11 Work being performed for any Funeral Director shall not be deemed that an individual is performing as a police officer and the performance of such work shall not be subject to the provisions of Article 23, Section 23.6, of this Agreement.
- 12.12 Disputes arising out of any of the foregoing sections, other than Section 12.5, may first be settled in an informal manner. Failing adjustment informally, such disputes may be subject to the Grievance Procedure (Article 7) of this Agreement. No grievance shall be filed for redress of monetary claim against the City of Manchester or Police Commission.
- 12.13 Subject to review and approval of this section by the City Solicitor funds owed to Police Officers as payment for Extra Details performed which are owed in excess of sixty (60) calendar days will be referred to the City Solicitor's Office for assistance in collecting such funds.
- 12.14 Extra Details for traffic control specified in the Manchester, New Hampshire Code of Ordinances § 70.07 Departmental Authorities and Responsibility shall endure regardless of the expiration of this Agreement and/or state or local legislative changes.

ARTICLE 13

SALARIES

- 13.1 Effective July 1, 2016, the Salary Schedules shall be increased by one percent (1.0%).
- 13.2 Effective July 1, 2017, the Salary Schedules shall increased by three percent (3.0%).
- 13.3 Effective July 1, 2018, the Salary Schedules shall be increased by three percent(3.0%).
- 13.4.1 Employees will receive a step increase on their anniversary date of current position. This step increase will be subject to a satisfactory performance evaluation. An incomplete evaluation will be considered a satisfactory performance evaluation. This process may be changed at any time by mutual agreement. Evaluation step increases will stop when an employee reaches Step 13 on the included pay matrix.

- 13.5 Outstanding performance evaluation bonus payments will cease, effective on date of ratification.
- 13.6.1 Employee appeals on their annual performance evaluation will be according to the process mutually agreed to by the Union and the City. See Appendix B.
- 13.6.2 Employees being promoted from one grade to a higher grade shall be placed on the lowest step of the new grade, which will provide for a minimum of a ten-percent (10%) increase in salary.
- 13.7 Employees who have attained the requirements for the achievement grade (A-Step) associated with their positions will be placed on the corresponding step on the achievement grade in accordance with the following mutually agreed provisions as detailed on attached Appendix A to this agreement.
- 13.8 Effective July 1, 2016, all parking control officers will receive a one (1) labor grade adjustment upward. The adjustment shall be step for step. Thereafter new hires will enter the system at the higher labor grade (LG12).

ARTICLE 14 LONGEVITY

- 14.1 Effective July 1, 2010 or date of ratification whichever is later, The longevity waiting periods for employees shall be 5-10-15-20-25-30-35-40 and 45 years of service. An increase of three-percent (3%) will take effect on the employee's anniversary date of employment.

ARTICLE 15(A) SICK LEAVE ACCRUAL AND PAYMENT

- 15.A.1 All employees of the Manchester Police Department who have satisfactorily completed six (6) months of continuous employment shall be entitled to paid sick leave which shall accrue at the rate of one and one-quarter (1 1/4) work days with pay for each completed month of service. Accrual shall include the probationary period. Effective on date of ratification unused sick leave may be accumulated up to a maximum of one hundred twenty (120) work days.
- 15.A.2 Any employee eligible for sick leave with pay may use such sick leave for absence due to his or her illness or injury. The employee may use sick leave for the illness injury of a spouse, child or blood relative when FMLA is approved. The employee may also use sick leave for a ward residing in the same household when FMLA is approved.
- 15.A.3 Employees shall be required to substantiate sick leave usage in excess of three (3) days with a

letter from a qualified physician. In case of chronic absenteeism or if the Chief has reason to believe that an employee is abusing his/her sick leave, he shall give a written warning. If the abuse continues, the Chief may request a doctor's certificate for each period of illness.

If, after a written warning has been issued, there is a substantial improvement in the employee's sick leave record for twelve (12) months, the written warning shall be removed from the employee's record.

- 15.A.4 Effective on the date of ratification of this Agreement, when an employee terminates his employment with the Manchester Police Department, all sick leave credits shall be cancelled, except in cases of retirement, duty disability retirement or death. In such cases accrued sick leave shall be payable to the employee or his/her designated beneficiary, provided, however, that payment shall not exceed eighty (80) days of pay.

Effective on July 1, 2010, or the date of ratification of this Agreement, whichever comes sooner, when an employee terminates his/her employment with the Manchester Police Department due to death, paid retirement or duty disability retirement, all accrued sick leave up to a maximum of eighty (80) days, plus one-quarter (1/4) of the balance of the days accrued over eighty (80) but not more than one hundred twenty (120) days shall be payable to the employee or the designated beneficiary.

ARTICLE 15(B) SICK LEAVE BANK

- 15.B.1 A voluntary sick leave bank, to cover Police Department personnel in the event of a long-termed disability due to illness or non-service connected injury, is hereby established. The operation of such sick leave bank shall be subject to the rules and guidelines set forth in this Article.

The purpose of the sick leave bank is to provide relief to employees who suffer long-term illness or injuries which are non-job connected. It is established to provide additional paid benefit days beyond the employee's accrued sick leave and who continues disabled for an additional fifteen (15) days. For example, it is not established to provide relief for one or two days beyond the employee's accrued sick leave.

- 15.B.2 SICK LEAVE BANK ADMINISTRATION. In order to provide for representation for members of the MPPA and the Manchester Association of Police Supervisors the Sick Leave Bank shall be administered by four members of the Department, two to be appointed by the Union Board of Stewards, one by the Police Commission and one by the Executive Board of the Manchester Association of Police Supervisors and shall hereinafter be called the "Administrative Committee" or the "Committee". Committee members shall be appointed in the following manner: One for one year, one for two years and two for three years; and upon expiration of each of these terms one member

shall be appointed each year to serve a term of three years. Vacancies, when they occur, shall be filled by appointment in the same manner as the original appointments and shall be for the entire remaining term so filled.

The original appointee of the Police Commission shall be for a one year term and subsequent appointments shall be for three year terms. One appointee of the MPPA shall be for one year and one appointee shall be for two years and subsequent appointments shall be for three year terms. The appointee for MAPS shall be for a three year term and subsequent appointments shall be for the three year terms.

The Committee shall select one of its members as Chairman by a majority vote, at the first meeting in January of each year, who shall serve a one year term.

The Committee shall meet upon the second Wednesday of each month. Three members present shall constitute a quorum and a majority of those members present and voting shall decide all questions. Members who are absent for either three (3) consecutive meetings or any six (6) meetings in any 12 months period shall be automatically terminated from the Committee and their terms shall be declared vacant.

15.B.3 SICK LEAVE BANK MEMBERSHIP. Each member of the Manchester Police Department desiring to be covered by the sick leave bank agrees to donate one (1) day per year from his accumulated number of sick leave days and a adjustment of minus one (1) day shall be made on all records showing the applicant's accumulated sick leave days upon his acceptance as a member of the bank and for each day donated thereafter. Application for membership shall be made on a form provided by the Committee.

Membership of all employees will be subject to the following restrictions:

(a) Probationary employees will be admitted to membership providing they shall have fulfilled the requirements set forth in Article 15.A.1 of this Agreement.

(b) Full-time employees having less than 30% of their accumulated sick leave days limit as of the date of their application shall be limited in the extent of their participation in the bank. Members who fall below the 30% restriction during the period of membership, except for long periods of illness or injury, except those with less than one year of service with the department, shall have not less than fifteen (15) days of accrued sick leave as of the date of their application for membership. An employee whose sick leave balance falls below fifteen (15) days of accrual due to recent illness or injury may be admitted at the discretion of the Committee.

Employees whose sick leave falls below fifteen (15) days after they are admitted for the Sick Leave Bank, where the usage of sick leave was not the result of extended illness or injury, shall have their membership status reviewed by the Committee.

The number of benefit days in the Bank shall not exceed 600 benefit days on December 31st of any calendar year. All excessive days shall be discarded. In the event the Bank is terminated,

all sick leave benefit days remaining in the Bank shall be null and void.

- 15.B.6 **ADMINISTRATIVE OVERSIGHT** In the event the Board of Police Commissioners or the Chief of Police questions a recipient's eligibility to receive benefits from the Bank, the Board of Commissioners or the Chief may require of the Administrative Committee and the employee proof of such eligibility as well as a physician's certified report of the disabling illness or injury of the recipient.
- 15.B.7 This Article or any Section thereof may not be amended except through the collective bargaining process or mutual written agreement of the parties concerned by law in that process.

ARTICLE 15(C)

INCENTIVE FOR NON-ABUSE OF SICK LEAVE

- 15.C.1 Members of the bargaining unit will be eligible for two (2) days of Personal Leave per year, or payment in lieu of taking personal leave, provided they are determined to not have mis-used or abused their sick leave privileges during the preceding twelve months.
- (A) At twenty 20 years of service, bargaining unit members are eligible for three (3) days of Personal *Leave* per year in accordance with the provisions of this article. At twenty five (25) years of service bargaining unit members are eligible for four (4) days of Personal leave per year in *accordance* with the provisions of this article.
- (B) A bargaining unit member may receive payment in lieu of taking Personal Leave to a maximum of two (2) days in any one calendar year. At twenty (20) years of Service a bargaining unit member *may* receive payment in lieu of taking Personal Leave to a maximum of three (3) days in any one calendar year. At twenty five (25) years of service a bargaining unit member may receive payment in lieu of taking Personal Leave to a maximum of four (4) days in any one calendar year.
- (C) Personal Leave may accrue to a maximum accrual of six (6) days; no more than six (6) Personal Leave *days*, including payment in lieu of taking Personal Leave, can *be* taken within one calendar year.
- 15.C.2 The determination whether or not employees have misused or abused their sick leave privileges will be made by the Sick Leave Bank Administrative Committee.
- 15.C.3 Standards and procedures to determine sick leave misuse or abuse will be established by the Sick Leave Bank Administrative Committee, subject to approval by the signators to this Agreement.
- 15.C.4 This Article or any Section thereof may be amended through the collective bargaining process or mutual agreement of the parties concerned by law in that process.

ARTICLE 16
BEREAVEMENT LEAVE

16.1 Any employee shall be excused from work for not more than five (5) working days, not to include regularly scheduled days off, because of death in the immediate family and shall be paid his/her normal rate of pay for the scheduled hours missed.

Immediate family shall mean:

Spouse, parents, children, brothers, sisters, mother-in-law, father in law, daughter-in-law, son-in-law, grandchild, maternal or paternal grandparents and any other blood relative. Immediate family shall also include a ward living in the same household.

16.2 Under extenuating circumstances, five (5) additional days with pay, for the purpose of attending the funeral, may be granted under Sections 16.1 and 16.3 with written approval of the Department head; such days to be charged to the employee's accrued sick leave.

16.3 Special leave of one (1) working day with pay, for the purpose of attending the funeral, shall be granted an employee in the event of the death of an Aunt, Uncle, Brother-in-law or Sister-in-law.

16.4 Under no circumstances shall bereavement leave be paid on an overtime basis.

ARTICLE 17
CLOTHING AND UNIFORMS

17.1 The City will provide the required uniforms for the Police Department Bargaining Unit members. Simultaneously the uniform allowance for uniformed personnel shall be discontinued;

17.2 The City will provide for the dry cleaning of uniforms and the Officers' civilian clothes, at a vendor of the City's choosing, but not to exceed \$300.00 per Officer per year effective on the date of ratification; and further provided the cleaning of winter jackets shall be included in the above amounts allowable per year; such cleaning of winter jackets shall be at the discretion of the officer, but subject to the requirements of the department.

Effective July 1, 2008 the provision for cleaning maximum shall increase to \$325.00 per employee per year.

17.3 provided, further, the City shall review the issuance of uniforms no later than June 30 of each year, at which time the City retains and reserves the right to discontinue providing uniforms, and if such action is taken by the City, the Department will revert to the payment of an

allowance for the Bargaining Unit members to purchase and clean their uniforms, such allowance to be the subject of negotiations with the Union at the time of such reversion;

- 17.4 provided, further, that upon the effective date of the City's providing uniforms to Bargaining Unit members all issued uniforms, or parts of uniforms, shall be the property of the City and shall revert to the City upon the separation of an employee from the Police Department.
- 17.5 Members of the bargaining unit who are assigned to duties requiring the wearing of Civilian Clothes will receive semi-annual payments of \$150.00 as an allowance therefore in addition to being issued uniforms and will be entitled to have said civilian clothes cleaned in accordance with Section 17.2 by the contractor selected by the City for the cleaning of uniforms. Effective July 1, 2000 the provision for clothing allowance shall increase to \$200.00 semi-annually. Members assigned to Street crime will be ineligible for civilian clothing allowance.
- 17.6 An Administrative Committee composed of one MPPA representative, one MAPS representative and one Administrative representative shall be established to review each case of civilian clothes and personal belongings destroyed in the line of duty. Guidelines will be established by the Administrative Committee, subject to approval by the Police Chief, for determining replacement values. The Committee shall submit such reports and recommendations to the Police Chief. The Police Chief shall have the final decision in such matters and such decision shall not be subject to the Grievance Procedure contained in this contract.

ARTICLE 18

COURT TIME

- 18.1 Effective July 1, 2010 bargaining unit members who are called in during off-duty hours for court appearances pertaining to their official duties, including DCYS hearings, DMV hearings, depositions and civil cases, shall be paid at the rate of time and one-half (1 1/2) their regular hourly rate including longevity with a minimum payment of three (3) hours at time and one half (1 1/2).
- 18.2 Effective July 1, 2010 bargaining unit members who are held over from their shift for court appearances pertaining to their official duties, etc., shall be paid at the rate of time and one-half (1 1/2) their regular hourly rate including longevity, for all time actually worked in excess of their scheduled shift.
- 18.3 In return for the payments under sections 1 and 2 above, the bargaining unit member shall remit the court witness fee to the City Treasury.
- 18.4 The parties agree to cooperate to maintain a list showing when officers are on vacation.* Officers will be responsible to advise the Department of vacations at least sixty (60) days in advance. The Department will make a good faith effort to avoid officers being subpoenaed while on vacation. However, since the Department does not control the issuance

of subpoenas, if an officer is subpoenaed while on vacation the matter shall not be grievable.

*For the purpose of this section, vacation shall include combinations of vacation days, swaps, regular days off, personal day or compensatory time which extend regular vacation.

ARTICLE 19

SENIORITY

- 19.1(A) Seniority for employees covered by this Agreement shall be defined as the period of employment with the Manchester Police Department in the work covered by this Agreement. Probationary employees shall have no seniority, but upon satisfactory completion of the probationary period shall have their names added to the seniority list from the date of employment as probationary employees.
- 19.1(B) Effective July 1, 2010 an employee of the Police Department who is assigned or promoted from a non-uniformed status (not sworn) to a uniformed (sworn) status, such employee shall be placed at the bottom of the seniority list as a sworn officer; provided, however, incumbents in Police Officer positions who were promoted, transferred or assigned from non-sworn positions and who were credited with prior seniority status shall retain such seniority rights.
- 19.2 Whenever more than one person starts employment in the department on the same day, they shall draw lots to determine seniority status on the seniority list.
- 19.3 Seniority shall not be broken by vacations, paid sick time, jury duty, suspension or any authorized leave of absence or military duty.
- 19.4 Employees who resign voluntarily or who may be discharged for just cause shall lose all seniority; provided, however, that employees who resign in good standing and who are returned to duty before the expiration of one (1) year shall regain their seniority provided, however, that the period of separation will not count for or entitlement to benefits based on length of service.
- 19.5 Seniority shall not give any employee the right to choose his/her assignment or his/her job since it is recognized that these factors are a part of management's inherent rights and any dissatisfaction with assignments, etc., shall not be subject to the grievance procedure. However, the Commission will give consideration to seniority in making assignments that are not promotional.
- 19.6 Whenever a senior employee feels he/she has been by passed for an assignment, he/she may request and be entitled to an explanation.
- 19.7 LAYOFF PROCEDURE - The following layoff procedures shall be confined to the

members of the bargaining unit:

- (A) In the event of a layoff probationer employees shall be laid off first. The order of layoffs of probationers shall be determined by the Chief.
- (B) The order of layoff of regular employees with less than 4 years of service shall be based on job performance, absentee record and seniority.
- (C) Regular employees with four or more years of service shall be laid off in inverse order of seniority, with the least senior employee laid off first.
- (D) Exceptions may be made by the Chief to the order of layoffs as outlined in Sections (A), (B) and (C) above to maintain Affirmative Action goals for minorities and females.

ARTICLE 20

HOSPITAL/MEDICAL INSURANCE PAYMENT

- 20.1 Effective July 1, 2017, the City will pay 84% of the premium for the Blue Choice New England POS Plan or the Access Blue New England family, HSA two person or single plan for employees hired before July 1, 2012.

The following co- is will apply to both the Blue Choice New England POS Plan and the Access Blue New England Plan:

- Office Visit - \$20.00
- Specialist Visit - \$20.00
- Chiropractic - \$20.00
- Emergency room visit - \$150.00
- Inpatient care, Outpatient surgery, skilled nursing or rehab facility - \$100/\$200 co-pay (single/2 person or family)
- Prescriptions other than mail order (one month supply) - \$10/\$30/\$50 (Generic, Preferred, Premium)
- Mail order prescriptions (three month supply) \$20/\$60/\$100 (Generic, Preferred, Premium)

For bargaining unit members hired on or after July 1, 2012 who are eligible for Health Insurance the City shall pay 80% of the premium. The Blue Choice New England POS Plan and the Access Blue New England Plan will have increased co-pays \$250/\$500 (single/2 person or family) for inpatient care, outpatient surgery, skilled nursing and rehab facilities.

The City will make available up to five (5) slots on the payroll for deductions requested by the Employee, provided the entity will accept electronic transfers. The City will not discriminate in the uses of these payroll deduction slots.

The City may offer a high deductible health insurance plan accompanied by the establishment of a Health Savings Account (HAS) for each enrolled bargaining unit member with a present contribution of \$1,500.00 for an individual, and \$3,000.00 for a two person or a family plan. The City retains the right to set the annual City contribution and shall each year prior to the open enrollment period

disclose any changes to high deductible benefit plan and/or its contribution to the HAS or continuation of the HAS in the following fiscal year. Effective July 1, 2012 for Bargaining unit members availing themselves of this option the City shall pay \$87.50 of the premium. Effective July 1, 2013 the City shall Pay 85% of the premium. Bargaining unit members will be charged on the basis of a single, two person or family plan irrespective of the single, two person or family plan designation in the plan itself.

20.1 (A) To a bargaining unit member who elects not to receive coverage under any City health insurance plan the City shall pay \$4,000.00 annually in lieu of health insurance coverage. The City shall make said payment in two equal payments of \$2,000.00. The first payment, in arrears, will be made in January/February and the second payment, in arrears will be made in July/August. Bargaining unit members who encounter a qualifying event so as to make them eligible for enrollment in the City's health insurance plans during either six month period will receive a pro rata amount based on the next \$2,000.00 payment. Bargaining unit members will be able to enroll in the City health plans notwithstanding a qualifying event in the annual open enrollment period.

20.2 Effective July 1, 2003 all employees shall be required to pay the employee share of the health and dental insurance premiums as specified in the collective bargaining agreement.

20.3 It is agreed by all parties concerned that the City reserves and shall have the right to change insurance carriers provided that there is no significant decrease in overall benefits and that the New Hampshire Retirement System must accept the new plan for retired officers.

20.4 Effective July 1, 1999, or date of ratification, whichever is later, bargaining unit members will have the option to enroll in Delta Dental's Plan including coverage A, B & C with a total yearly maximum of \$1000.00 on a voluntary basis in which case the City will pay eighty-five percent (85%) of the single, two-person or family premium.

Effective July 1, 2003, the total yearly maximum will be increased to \$1,500.00.

20.5 All members of the bargaining unit shall be entitled to Full participation in the City's Employee Assistance Program (EAP). The parties agree that if the EAP is terminated by the city that this benefit will lapse.

20.6 For two (2) years after retirement any bargaining unit member who retires on or after March 1, 2012 and prior to June 30, 2015 shall be entitled to participate only in the High Deductible Health Insurance Plan, and not in any other City health insurance plan. The bargaining unit member shall pay the entire cost of the plan The deductibles for the High Deductible Health Insurance Plan shall be \$2,000.00/\$4,000.00 (single person/two person or family plan).

20.7 The City will make available up to 5 slots on the payroll for deductions requested by the employee, The City will not discriminate in the uses of these payroll deduction slots.

ARTICLE 21
TEMPORARY DUTY IN HIGHER RANK

- 21.1 Any bargaining unit member required to perform the duties of an officer of a higher rank for one (1) continuous work week, except for training purposes, shall be compensated at the rate of pay for said rank in accordance with Section II, paragraph (E) of the Compensation Ordinance.

ARTICLE 22
JOINT SAFETY COMMITTEE

- 22.1 A joint Committee shall be formed by the Commission, the MPPA and the Manchester Association of Police Supervisors which shall meet once a month, or more often by mutual agreement of the parties, to review and recommend safety and health conditions and to discuss matters of mutual interest and benefit pertaining to safety and health conditions. Said Committee shall consist of one individual appointed by the Police Commission, one individual appointed by the Manchester Association of Police Supervisors and two members appointed by the MPPA.
- 22.2 The MPPA and MAPS appointees shall attend the meetings without loss of pay or benefits when such meetings occur during the regular working hours of the employee.
- 22.3 Each member of the Committee shall be a permanent member for the duration of this Agreement and an Alternate shall be named for each; provided, however, the permanent members shall attend whenever possible.

ARTICLE 23
MISCELLANEOUS

- 23.1 The Commission agrees to permit representatives of the MPPA to have reasonable access to Manchester Police Station, subject to security regulations, provided that any such representative notifies the Chief of Police or his designee of the reason for his/her presence when he/she arrives and exercises care not to interfere with the performance of duties assigned to employees.
- 23.2 The Commission agrees to provide suitable space for a bulletin board to be used for Union announcements, notices, social events and other such non-controversial matters. The Union agrees to provide the Chief with a copy of all notices to be posted. The bulletin board space shall not include advertising, political matter or any kind of literature other than herein provided.

- 23.3 The Commission will annually furnish the Union with a seniority list showing the names of all employees in the bargaining unit.
- 23.4 The Union agrees to furnish the Commission with a list of MPPA officials and to keep said list up to date.
- 23.5 One local official shall be allowed to attend the MPPA monthly meeting without loss of pay or benefits if said meeting occurs during the officer's regular tour of duty.
- 23.6 Officers may be employed on their off duty hours up to a maximum of twenty-four (24) hours in any one work week. The Police Department shall be considered the primary employer and when a callback order is issued by the Department, any employee must immediately respond. It is mandatory that the employee notify the Chief of Police or his designee, in writing, as to the name of the employer, the location of employment, a description of the type of work being performed, the work hours scheduled, the days of the week involved and any changes in his/her work or work schedule. If injured in the performance of this off-duty work, he/she must submit a detailed report of such injury. No officer shall be allowed to accept and continue employment without the express knowledge of the Chief of Police or his designee who shall have the sole right to determine whether a conflict of interest exists or whether the work is in the best interest of the department and the City of Manchester.
- 23.7 An individual's personnel folder shall be available to that department member upon request at reasonable times for inspection and review, provided, however, any such inspection or review shall be conducted in the presence of the Chief or his designee. Excluded from inspection and review are personal and business references obtained prior to employment. No item shall be removed from an individual's personnel folder, except by mutual agreement of the individual and the Chief of Police or his designee.
- 23.8 REMOVAL OF REPRIMANDS - All written reprimands shall be removed from an employee's personnel folder after twelve (12) months, provided the employee has satisfactorily corrected the nature of the reprimand and there have been no additional reprimands issued during the twelve month period. The employee will be notified when a reprimand has been removed from his/her personnel folder.
- 23.9 OFF DUTY HANDGUNS. Off duty officers will be allowed to carry semiautomatic handguns, provided they attend training and become certified with such handguns. The officer shall be responsible to provide for ammunition and any other costs associated with training and certification. Training shall be done during off duty hours and officers shall not be entitled to any pay for such training.
- 23.10 INDEMNIFICATION. The City of Manchester currently purchases liability insurance and/or self-insures which includes coverage of liability of public officials and employees for actions

taken as part of their official duties while employed by the City.

Furthermore, on the 25th of November, 1975, the Board of Mayor and Aldermen acted under the provisions of RSA 31:105 by voting to indemnify the hold harmless for loss or damage any person employed by the City while acting in their official capacity. Such action by the Board of Mayor and Aldermen protects the officials and employees of the City for the deductible amount of liability insurance.

Employees of the City within the bargaining unit, acting within the scope and authority of their offices, are covered under the liability insurance and the indemnification for the deductible amount of the liability coverage which are currently in effect.

- 23.11 The City agrees that for the safety of the parking control officers any tickets or documents issued by a parking control officer will not have any identifying marks or representation of an individual parking control officer that is recognizable by the general public. This does not prohibit the City from creating a system of accountability for the issuance of ticket, including badge numbers, provided the public cannot identify the individual parking control officer on the face of the ticket.

ARTICLE 24 MEDICAL EXAMINATIONS

- 24.1 It shall be the responsibility of each member of the Manchester Police Department to keep himself/herself in the proper physical condition to enable him/her to carry out the normal functions of a Police Officer. Employees shall be required to take a physical examination every year and meet the physical standards as established by the Joint Safety Committee referred to in Article 22. An employee may be required to take a physical examination more frequently if deemed necessary by the Chief of Police. Failure to maintain oneself in the prescribed physical condition may subject an employee to disciplinary action, including dismissal.

However, any disciplinary action, including dismissal, as a result of said physical examination shall be subject to review under the Grievance Procedure of this Agreement.

ARTICLE 25 RULES AND REGULATIONS

- 25.1 The Rules and Regulations of the Manchester, New Hampshire, Police Department which are now in effect or as may be amended by the Police Commission shall be the prime governing factor in the conduct and actions of all police officers and every police officer shall be thoroughly conversant with them.

ARTICLE 26
NO STRIKE CLAUSE

- 26.1 No employee covered by this Agreement shall engage in, induce or encourage any strike, work stoppage, "sick-in", "sick- out", slowdown or withholding of services to the City of Manchester.
- 26.2 The Union agrees that neither it, nor any of its officers or agents, national or local, will call, institute, authorize, participate in, sanction or ratify any such strike, work stoppage, slowdown or withholding of services of the City of Manchester.
- 26.3 In the event of a strike, work stoppage, slowdown or withholding of services to the City of Manchester any employees participating in the same shall be subject to disciplinary action, including immediate dismissal.

ARTICLE 27
EDUCATION INCENTIVE REIMBURSEMENT POLICY

- 27.1 The City will reimburse employees for approved courses, which are in accordance with the established procedures of the Department and the City, on the basis of 75% of the cost of tuition, books and materials to a maximum of \$1000.00 per calendar year provided, however, the City will not reimburse an employee for a course or courses and books or materials which are paid for through Federal or State Programs.
- 27.2 Courses must be approved in advance by the Department Head concerned as meeting the requirement that such course is related to the employee's job or is part of a career development program. Approval must be obtained through the Human Resources Department for payment for the course in accordance with the established procedure.
- 27.3 Approval for courses will be considered on the basis of relevancy of the course, number of employees applying and funds available. The total amount expended for Tuition Reimbursement for Bargaining Unit members shall not exceed twelve thousand (\$12,000.00) Dollars.

ARTICLE 28
CRITICAL INCIDENT PAY

- 28.1 In recognition of the increasingly hazardous working conditions, including but not limited to, the proliferation of violence against police officers, increased frequency of critical incidents, and the heroin and other illegal drugs epidemic, each sworn officers and animal control officers shall receive an additional forty (\$40) dollars a week as critical incident/hazardous duty pay effective January 1, 2017. The critical incident/hazardous duty pay shall be increase to \$50 per week effective January 1, 2018.

ARTICLE 29
LIFE INSURANCE

29.1 Effective July 1, 2010, or date of ratification, whichever is later, the City will provide for a Life Insurance Fund to provide for the payment of a death benefit of an amount equal to the employee's last yearly base pay, but not to exceed fifty thousand (\$50,000.00) to the named beneficiary or estate of any member of the Bargaining Unit who dies from any cause while employed by the City or within sixty (60) calendar days after retirement or resignation for health reasons.

29.2 The City reserves the right to obtain insurance coverage for the above amounts, and reserves the sole right to select such insurance carrier.

ARTICLE 30
DURATION

TERMINATION AND RENEWAL

30.1 This agreement shall be in full force and effect and remain in full force and effect from *July 1, 2016*, to and including *June 30, 2019* except as otherwise specified in individual articles, and shall continue from year to year thereafter unless written notice of desire to cancel or terminate the Agreement is served by either party upon the other at least sixty (60) days prior to the date of expiration.

30.2 Where no such cancellation or termination notice is served and the parties desire to continue said Agreement, but also desire to negotiate changes or revisions in this Agreement, either party may serve upon the other a notice at least sixty (60) calendar days prior to June 30, 2019, advising that such party desires to revise or change terms or conditions of such Agreement, and which, terms and conditions are desired to be renegotiated.

ARTXCLE 31
HEALTH BENEFITS AND SALARY INCREASES

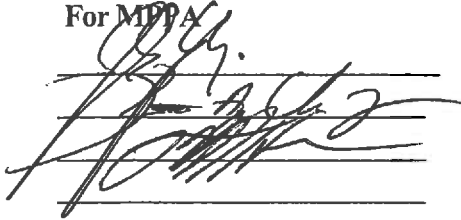
31.1 Should, subsequent to January 1, 2012, any other bargaining unit within the City of Manchester, New Hampshire negotiate health care benefits set forth in paragraph 20.1 of this agreement which are more favorable than the health care benefits contained in paragraph 20.1, 20.1 A and 20.6, the Manchester Police Patrolman's Association shall be entitled to receive the more favorable benefits.

31.2 Should, subsequent to January 1, 2012, any other *bargaining* unit within the City of

Manchester, New Hampshire negotiate Salary Schedule increases for the years set forth in paragraphs 13.3.2 and 13.3.3 of this agreement which are more favorable than the Salary Schedule increases contained in paragraphs 13.3.2 and 13.3.3, the Manchester Police Patrolman's Association shall be entitled to receive the more favorable Salary Schedule increases for those years.

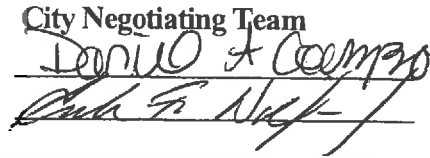
- 31.3 In recognition of prior service any bargaining unit member with twenty years of service, of which ten (10) must be with the City of Manchester, who retires after July 1, 2017 will be paid a severance benefit of \$10,000. The City may withhold from this benefit such amounts that are necessary for contributions to the New Hampshire Retirement System.

For MPAA



Date: 4-26-17

City Negotiating Team



Date: 26 APR 17

APPENDIX A

QUALIFICATIONS FOR ACHIEVEMENT STEPS

Current members of the MPPA bargaining unit will be grandfathered to assure those presently holding an A-Step status keep it at their current rank.

Upon ratification of the contract members with Post Secondary Education (degrees +) will carry forward through the ranks as outlined in Appendix A.

Bargaining unit members who attain any of the following shall be deemed to have achieved the "A-STEP."

Any certification or experience in a specialized area that brings added benefit to the assigned duties of the member's position (as solely determined by the Chief of Police).

Police Officer:

- An Associates Degree or higher in, Criminal Justice; Social Services; Business Management/Administration; Public Administration or Medical Sciences, i.e., RN, P.A., Paramedic, EMT (All employees currently having the EMT A-Step shall retain such A-Step whether or not licensed by the State of New Hampshire or by any other agency. New EMT's, after August 3, 2004, must be licensed by the State of New Hampshire).
- Certified Polygraph Examiners
- Certified Accident Reconstructionist
- 30 Continuing Education Units (CEU) from the NH Police Standards and Training Council [Courses required for Police Officers Certification shall not count]
- Animal Control Officer I&II:
- An Associates Degree or higher in, Criminal Justice; Veterinary Sciences; Social Services; Business Management/Administration; Public Administration or Medical Sciences, ie, RN, P.A., Paramedic.

- Or completes (pre-approved) six courses, six workshops or six seminars appropriate to assigned duties.

Parking Control Officer:

- An Associates Degree or higher in , Criminal Justice; Social Services; Business Management/Administration; Public Administration or Medical Sciences, i.e., RN, P.A., Paramedic
- or completes (pre-approved) six courses, six workshops or six seminars appropriate to assigned duties.

[NOTE]The following paragraph shall apply only to bargaining unit members who are hired after the date of ratification of this Agreement:

Achievement Pay Standards for each class of positions are grouped into three different kinds of categories:

- 1 . Qualifying Additional Formal Education;
- 2 . Qualifying Additional Specialized Training; and
- 3 . Qualifying Additional Skills

In order for an employee to advance into an Achievement Pay Grade, the employee must successfully complete the required items within two (2) of the three (3) categories. One will suffice to achieve an A-STEP provided the required items are proposed by the employee and/or bargaining unit representative and approve by the department head. All employees shall be provided equal opportunity to pursue completion of Achievement Pay Standards appropriate to their assigned duties and responsibilities.

APPENDIX B EMPLOYEE DEVELOPMENT APPEALS PROCESS

Only employees who are denied a merit step increase on their anniversary date of position due to a sub-standard performance evaluation may file an appeal. All appeals shall be initially filed with the employee's department head. Any employees receiving a satisfactory performance evaluation shall not have the right to appeal or grieve their evaluation, their pay step or the supervisor's comments. In the event that there is a disagreement between the employee and his/her supervisor over the EDP goals, the employee, after discussing the disagreement with the Department Head or his/her designee may with the concurrence of the Union, file a grievance.

If the department head rules in the employee's favor, the employee shall receive his/her merit step as of their anniversary date of position. If the department head rules against the employee, the employee shall have the right to appeal the decision to the city-wide appeals committee.

Employees will have thirty (30) days from the date of denial by their department head to

file an appeal with the Human Resources Director or their right to appeal shall be forfeited.

- An appeals committee shall be comprised of the following representatives:
- Two union representatives appointed by the unions (with two alternates).
- One department head (with one alternate).
- One non-affiliated (with one alternate).
- An independent neutral party to act as tie breaker. This person to be selected through agreement between the City and the unions. If no decision can be reached, the neutral shall be appointed by the P.E.L.R.B. Any costs associated with the neutral party hearing appeals shall be borne half by the City and half proportionally split amongst the unions whose members are appealing. The unions shall not be responsible for any costs incurred in appeal hearings from non-affiliated employees.

The Human Resources Director as non-voting chairman to provide staff resources.

Members cannot sit in on appeals where the appellant is a member of the same department or union.

Terms of the members on this committee shall be staggered with two (2) year terms and members cannot serve more than two consecutive terms. Members must take at least one year off after serving two terms before being allowed to serve on the committee again. Alternates shall have no term limitations.

Unless agreed to by the appellant and the Human Resources Director the committee shall have sixty (60) days from receipt of the appeal to conduct a hearing on the matter.

The committee shall have thirty (30) days to render a decision on the matter.

A majority vote shall rule and all decisions are final, binding and non-grieveable. A decision favorable to the employee means the employee shall receive their merit step effective (including retro-active pay) to their date of position. Evaluation step increases will stop when an employee reaches Step 13 on the included pay matrix.

The provisions of this Article shall expire on the last day of this Agreement, provided that any employee denied a merit pay increase during the duration of this agreement shall be entitled to an appeal under this Article.

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE		2016	2016	2016	2016	2016	2016	2016	2016	2016	2016	2016	2016	2016	2016	2016	2016	2016
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17
GRADE 1	Ex	14,609.11	15,047.41	15,498.80	15,963.79	16,442.71	16,935.98	17,444.07	17,967.38	18,506.40	19,061.59	19,633.46	20,222.47	20,829.14	21,454.00			
	H	7.10	7.30	7.52	7.77	7.99	8.21	8.47	8.73	8.99	9.26	9.53	9.83	10.13	10.42			
	O	10.850	10.950	11.280	11.655	11.985	12.315	12.705	13.095	13.485	13.890	14.295	14.745	15.195	15.630			
GRADE 1A	Ex	15,120.45	15,574.07	16,041.25	16,522.53	17,018.19	17,528.72	18,054.62	18,596.25	19,154.15	19,728.75	20,320.62	20,930.25	21,558.14	22,204.88			
	H	7.27	7.48	7.72	7.95	8.19	8.42	8.69	8.96	9.20	9.47	9.77	10.08	10.36	10.69			
	O	10.905	11.220	11.580	11.925	12.285	12.630	13.035	13.440	13.800	14.205	14.655	15.120	15.540	16.035			
GRADE 2	Ex	15,631.76	16,100.70	16,583.76	17,081.26	17,593.71	18,121.52	18,665.12	19,225.08	19,801.86	20,395.90	21,007.79	21,638.02	22,287.17	22,955.77			
	H	7.49	7.76	7.97	8.21	8.46	8.72	9.00	9.26	9.53	9.83	10.13	10.42	10.74	11.05			
	O	11.235	11.640	11.955	12.315	12.690	13.080	13.500	13.890	14.295	14.745	15.195	15.630	16.110	16.575			
GRADE 2A	Ex	16,178.88	16,664.25	17,164.17	17,679.09	18,209.47	18,755.73	19,318.41	19,897.98	20,494.93	21,109.75	21,743.06	22,395.36	23,067.23	23,759.22			
	H	7.81	8.02	8.26	8.50	8.77	9.03	9.29	9.56	9.86	10.16	10.45	10.79	11.10	11.42			
	O	11.715	12.030	12.390	12.750	13.155	13.545	13.935	14.340	14.790	15.240	15.675	16.185	16.650	17.130			
GRADE 3	Ex	16,725.98	17,227.75	17,744.61	18,276.96	18,825.24	19,390.00	19,971.71	20,570.87	21,188.01	21,823.63	22,478.35	23,152.67	23,847.26	24,562.67			
	H	8.05	8.28	8.53	8.81	9.06	9.33	9.60	9.90	10.20	10.48	10.83	11.15	11.47	11.80			
	O	12.075	12.420	12.795	13.215	13.590	13.995	14.400	14.850	15.300	15.720	16.245	16.725	17.205	17.700			
GRADE 3A	Ex	17,311.39	17,830.73	18,365.68	18,916.64	19,484.15	20,068.64	20,670.71	21,290.83	21,929.57	22,587.46	23,265.09	23,963.04	24,681.92	25,422.36			
	H	8.31	8.56	8.84	9.10	9.37	9.65	9.96	10.25	10.53	10.88	11.20	11.53	11.90	12.24			
	O	12.465	12.840	13.260	13.650	14.055	14.475	14.940	15.375	15.795	16.320	16.800	17.295	17.850	18.360			
GRADE 4	Ex	17,896.80	18,433.72	18,986.72	19,556.32	20,143.01	20,747.29	21,369.74	22,010.80	22,671.14	23,351.28	24,051.82	24,773.36	25,516.58	26,282.07			
	H	8.62	8.90	9.14	9.42	9.70	10.00	10.29	10.57	10.92	11.26	11.57	11.95	12.29	12.65			
	O	12.930	13.350	13.710	14.130	14.550	15.000	15.435	15.855	16.380	16.890	17.355	17.925	18.435	18.975			
GRADE 4A	Ex	18,523.21	19,078.88	19,651.27	20,240.81	20,848.04	21,473.47	22,117.67	22,781.18	23,464.64	24,168.56	24,893.60	25,640.43	26,409.65	27,201.97			
	H	8.91	9.18	9.45	9.73	10.05	10.32	10.65	10.96	11.30	11.64	11.99	12.35	12.70	13.10			
	O	13.365	13.770	14.175	14.595	15.075	15.480	15.975	16.440	16.950	17.460	17.985	18.525	19.050	19.650			
GRADE 5	Ex	19,149.58	19,724.05	20,315.81	20,925.27	21,553.02	22,199.63	22,865.60	23,551.59	24,258.13	24,985.85	25,735.44	26,507.50	27,302.74	28,121.82			
	H	9.22	9.48	9.77	10.08	10.36	10.69	11.00	11.33	11.67	12.02	12.38	12.74	13.14	13.51			
	O	13.830	14.220	14.655	15.120	15.540	16.035	16.500	16.995	17.505	18.030	18.570	19.110	19.710	20.265			
GRADE 5A	Ex	19,819.82	20,414.40	21,026.84	21,657.66	22,307.38	22,976.60	23,665.92	24,375.89	25,107.16	25,860.37	26,636.19	27,435.26	28,258.33	29,106.09			
	H	9.52	9.84	10.14	10.43	10.76	11.08	11.40	11.74	12.10	12.47	12.84	13.22	13.61	14.03			
	O	14.280	14.760	15.210	15.645	16.140	16.620	17.100	17.610	18.150	18.705	19.260	19.830	20.415	21.045			
GRADE 6	Ex	20,490.04	21,104.75	21,737.90	22,390.03	23,061.72	23,753.59	24,466.22	25,200.21	25,956.19	26,734.89	27,536.92	28,363.04	29,213.91	30,090.32			
	H	9.87	10.18	10.46	10.80	11.11	11.43	11.77	12.13	12.50	12.87	13.25	13.67	14.06	14.47			
	O	14.805	15.270	15.690	16.200	16.665	17.145	17.655	18.195	18.750	19.305	19.875	20.505	21.090	21.705			
GRADE 6A	Ex	21,207.21	21,843.43	22,498.72	23,173.68	23,868.92	24,584.97	25,322.53	26,082.19	26,864.64	27,670.60	28,500.74	29,355.73	30,236.41	31,143.52			
	H	10.20	10.49	10.84	11.16	11.49	11.84	12.19	12.55	12.94	13.31	13.73	14.12	14.54	15.01			
	O	15.300	15.735	16.260	16.740	17.235	17.760	18.285	18.825	19.410	19.965	20.595	21.180	21.810	22.515			

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP ALL1
GRADE 7 Ex (6E0) H O	21,924.36 10.52 15.780	22,582.10 10.87 16.305	23,259.56 11.20 16.800	23,957.35 11.53 17.295	24,676.06 11.89 17.835	25,415.98 12.24 18.360	26,178.84 12.59 18.885	26,964.18 12.98 19.470	27,773.12 13.35 20.025	28,606.32 13.79 20.685	29,464.51 14.19 21.285	30,348.44 14.61 21.915	31,258.88 15.06 22.590	32,196.67 15.49 23.235
GRADE 7A Ex (6EA) H O	22,691.72 10.91 16.365	23,372.48 11.26 16.890	24,073.64 11.57 17.355	24,795.84 11.95 17.925	25,539.72 12.30 18.450	26,305.89 12.66 18.990	27,095.11 13.06 19.590	27,907.94 13.43 20.145	28,745.19 13.84 20.760	29,607.53 14.26 21.390	30,495.77 14.68 22.020	31,410.67 15.12 22.680	32,352.96 15.55 23.325	33,323.56 16.03 24.045
GRADE 8 Ex (6F0) H O	23,459.08 11.29 16.935	24,162.84 11.63 17.445	24,887.73 11.98 17.970	25,634.36 12.34 18.510	26,403.40 12.69 19.035	27,195.50 13.09 19.635	28,011.35 13.47 20.205	28,851.70 13.88 20.820	29,717.25 14.30 21.450	30,608.78 14.73 22.095	31,527.01 15.18 22.770	32,472.86 15.60 23.400	33,447.01 16.11 24.165	34,450.43 16.57 24.855
GRADE 8A Ex (6FA) H O	24,280.12 11.66 17.490	25,008.55 12.01 18.015	25,758.79 12.38 18.570	26,531.56 12.74 19.110	27,327.51 13.15 19.725	28,147.35 13.52 20.280	28,991.74 13.95 20.925	29,861.51 14.36 21.540	30,757.35 14.80 22.200	31,680.06 15.24 22.860	32,630.48 15.69 23.535	33,609.39 16.18 24.270	34,617.70 16.64 24.960	35,656.21 17.18 25.770
GRADE 9 Ex (6G0) H O	25,101.22 12.07 18.105	25,854.26 12.46 18.690	26,629.88 12.83 19.245	27,428.76 13.21 19.815	28,251.64 13.60 20.400	29,099.16 14.02 21.030	29,972.14 14.43 21.645	30,871.31 14.88 22.320	31,797.46 15.33 22.995	32,751.38 15.80 23.700	33,733.91 16.27 24.405	34,745.94 16.75 25.125	35,788.31 17.26 25.890	36,861.96 17.76 26.640
GRADE 9A Ex (6GA) H O	25,979.77 12.50 18.750	26,759.13 12.87 19.305	27,561.92 13.25 19.875	28,388.76 13.67 20.505	29,240.43 14.06 21.090	30,117.63 14.47 21.705	31,021.20 14.95 22.425	31,951.81 15.38 23.070	32,910.36 15.86 23.790	33,897.68 16.31 24.465	34,914.60 16.80 25.200	35,962.05 17.32 25.980	37,040.92 17.81 26.715	38,152.09 18.36 27.540
GRADE 10 Ex (6H0) H O	26,858.27 12.92 19.380	27,664.05 13.28 19.920	28,493.95 13.70 20.550	29,348.80 14.10 21.150	30,229.23 14.51 21.765	31,136.14 14.99 22.485	32,070.20 15.43 23.145	33,032.32 15.91 23.865	34,023.29 16.36 24.540	35,043.96 16.85 25.275	36,095.30 17.36 26.040	37,178.17 17.86 26.790	38,293.48 18.42 27.630	39,442.29 18.97 28.455
GRADE 10A Ex (6HA) H O	27,798.33 13.35 20.025	28,632.28 13.80 20.700	29,491.24 14.20 21.300	30,375.99 14.62 21.930	31,287.26 15.07 22.605	32,225.88 15.50 23.250	33,192.65 15.98 23.970	34,188.46 16.43 24.645	35,214.09 16.93 25.395	36,270.51 17.43 26.145	37,358.65 17.98 26.970	38,479.38 18.51 27.765	39,633.76 19.07 28.605	40,822.76 19.62 29.430
GRADE 11 Ex (6I0) H O	28,738.36 13.84 20.760	29,600.50 14.24 21.360	30,488.54 14.67 22.005	31,403.18 15.11 22.665	32,345.29 15.54 23.310	33,315.65 16.03 24.045	34,315.13 16.51 24.765	35,344.56 17.01 25.515	36,404.88 17.49 26.235	37,497.03 18.05 27.075	38,621.97 18.57 27.855	39,780.65 19.14 28.710	40,974.03 19.72 29.580	42,203.27 20.30 30.450
GRADE 11A Ex (6IA) H O	29,744.19 14.31 21.465	30,636.55 14.74 22.110	31,555.62 15.19 22.785	32,502.29 15.62 23.430	33,477.38 16.13 24.195	34,481.68 16.59 24.885	35,516.15 17.12 25.680	36,581.62 17.62 26.430	37,679.05 18.16 27.240	38,809.46 18.69 28.035	39,973.72 19.25 28.875	41,172.94 19.83 29.745	42,408.12 20.42 30.630	43,680.37 21.04 31.560
GRADE 12 Ex (6J0) H O	30,750.06 14.78 22.170	31,672.52 15.23 22.845	32,622.71 15.68 23.520	33,601.39 16.17 24.255	34,609.47 16.63 24.945	35,647.73 17.16 25.740	36,717.17 17.66 26.490	37,818.65 18.21 27.315	38,953.25 18.74 28.110	40,121.86 19.30 28.950	41,325.48 19.87 29.805	42,585.26 20.46 30.690	43,842.22 21.10 31.650	45,157.47 21.74 32.610
GRADE 12A Ex (6JA) H O	31,826.29 15.30 22.950	32,781.13 15.76 23.640	33,764.55 16.24 24.360	34,777.45 16.73 25.095	35,820.75 17.24 25.860	36,895.40 17.74 26.610	38,002.25 18.28 27.420	39,142.32 18.84 28.260	40,316.58 19.40 29.100	41,526.11 19.98 29.970	42,771.91 20.59 30.885	44,055.04 21.20 31.800	45,376.71 21.83 32.745	46,737.98 22.48 33.720

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE	2016 STEP 1	2016 STEP 2	2016 STEP 3	2016 STEP 4	2016 STEP 5	2016 STEP 6	2016 STEP 7	2016 STEP 8	2016 STEP 9	2016 STEP 10	2016 STEP 11	2016 STEP 12	2016 STEP 13	2016 STEP AL1
GRADE 13 Ex (6K0) H O	32,902.54 15.85 23.775	33,889.65 16.30 24.450	34,906.34 16.78 25.170	35,953.50 17.31 25.965	37,032.10 17.80 26.700	38,143.08 18.35 27.525	39,287.36 18.91 28.365	40,465.98 19.48 29.220	41,679.95 20.04 30.060	42,930.37 20.66 30.990	44,218.32 21.27 31.905	45,544.81 21.92 32.880	46,911.21 22.56 33.840	48,318.50 23.26 34.890
GRADE 13A Ex (6KA) H O	34,054.15 16.36 24.540	35,075.76 16.86 25.290	36,128.06 17.38 26.070	37,211.88 17.89 26.835	38,328.24 18.44 27.660	39,478.09 18.99 28.485	40,662.42 19.56 29.340	41,882.31 20.15 30.225	43,138.77 20.75 31.125	44,432.93 21.38 32.070	45,765.91 22.02 33.030	47,138.93 22.66 33.990	48,553.05 23.36 35.040	50,009.67 24.08 36.120
GRADE 14 Ex (6L0) H O	35,205.75 16.91 25.365	36,261.92 17.43 26.145	37,349.77 17.98 26.970	38,470.25 18.50 27.750	39,624.36 19.04 28.560	40,813.09 19.61 29.415	42,037.49 20.23 30.345	43,298.63 20.81 31.215	44,597.58 21.45 32.175	45,935.51 22.09 33.135	47,313.53 22.77 34.155	48,732.97 23.45 35.175	50,194.97 24.16 36.240	51,700.81 24.87 37.305
GRADE 14A Ex (6LA) H O	36,437.94 17.49 26.235	37,531.07 18.06 27.090	38,657.00 18.58 27.870	39,816.70 19.15 28.725	41,011.22 19.73 29.595	42,241.52 20.32 30.480	43,508.81 20.93 31.395	44,814.08 21.54 32.310	46,158.49 22.20 33.300	47,543.25 22.87 34.305	48,969.54 23.55 35.325	50,438.62 24.26 36.390	51,951.75 24.97 37.455	53,510.36 25.72 38.580
GRADE 15 Ex (6M0) H O	37,670.13 18.12 27.180	38,800.25 18.64 27.960	39,964.26 19.21 28.815	41,163.19 19.81 29.715	42,398.07 20.40 30.600	43,670.03 21.02 31.530	44,980.12 21.64 32.460	46,329.54 22.28 33.420	47,719.41 22.96 34.440	49,150.99 23.64 35.460	50,625.51 24.35 36.525	52,144.28 25.07 37.605	53,708.59 25.83 38.745	55,319.87 26.61 39.915
GRADE 15A Ex (6MA) H O	38,988.59 18.76 28.140	40,158.25 19.31 28.965	41,362.98 19.90 29.850	42,603.89 20.50 30.750	43,882.00 21.14 31.710	45,198.46 21.77 32.655	46,554.42 22.41 33.615	47,951.06 23.08 34.620	49,389.59 23.75 35.625	50,871.27 24.47 36.705	52,397.41 25.22 37.830	53,969.33 25.96 38.940	55,588.40 26.74 40.110	57,256.06 27.55 41.325
GRADE 16 Ex (6N0) H O	40,307.06 19.39 29.085	41,516.25 19.97 29.955	42,761.74 20.59 30.885	44,044.57 21.20 31.800	45,365.94 21.83 32.745	46,726.90 22.48 33.720	48,128.71 23.15 34.725	49,572.59 23.83 35.745	51,059.75 24.57 36.855	52,591.56 25.32 37.980	54,169.30 26.07 39.105	55,794.37 26.85 40.275	57,468.20 27.65 41.475	59,192.23 28.46 42.690
GRADE 16A Ex (6NA) H O	41,717.80 20.04 30.060	42,969.33 20.66 30.990	44,258.40 21.27 31.905	45,586.19 21.92 32.880	46,953.74 22.58 33.870	48,362.35 23.28 34.920	49,813.24 24.00 36.000	51,307.62 24.69 37.035	52,846.87 25.44 38.160	54,432.25 26.18 39.270	56,065.23 26.99 40.485	57,747.16 27.81 41.715	59,479.59 28.64 42.960	61,263.96 29.50 44.250
GRADE 17 Ex (6O0) H O	43,128.55 20.74 31.110	44,422.41 21.37 32.055	45,755.07 22.01 33.015	47,127.72 22.65 33.975	48,541.55 23.35 35.025	49,997.81 24.07 36.105	51,497.72 24.78 37.170	53,042.69 25.51 38.285	54,633.93 26.29 39.435	56,272.95 27.08 40.620	57,961.13 27.87 41.805	59,699.98 28.70 43.050	61,490.97 29.56 44.340	63,335.71 30.46 45.690
GRADE 17A Ex (6OA) H O	44,638.06 21.46 32.190	45,977.17 22.10 33.150	47,356.50 22.78 34.170	48,777.19 23.46 35.190	50,240.49 24.17 36.255	51,747.71 24.88 37.320	53,300.15 25.62 38.430	54,899.15 26.41 39.615	56,546.13 27.18 40.770	58,242.53 27.99 41.985	59,989.78 28.87 43.305	61,789.47 29.71 44.565	63,643.15 30.60 45.900	65,552.46 31.55 47.325
GRADE 18 Ex (6P0) H O	46,147.53 22.19 33.285	47,531.95 22.86 34.290	48,957.91 23.53 35.295	50,426.66 24.24 36.360	51,939.46 24.96 37.440	53,497.65 25.71 38.565	55,102.58 26.51 39.765	56,765.65 27.29 40.935	58,458.32 28.13 42.195	60,212.06 28.99 43.485	62,018.41 29.86 44.790	63,878.98 30.75 46.125	65,795.33 31.66 47.490	67,769.20 32.62 48.930
GRADE 18A Ex (6PA) H O	47,762.71 22.97 34.455	49,195.56 23.65 35.475	50,671.45 24.36 36.540	52,191.61 25.09 37.635	53,757.32 25.85 38.775	55,370.06 26.63 39.945	57,031.14 27.43 41.145	58,742.11 28.26 42.390	60,504.37 29.10 43.650	62,319.48 29.96 44.940	64,189.08 30.86 46.290	66,114.74 31.76 47.640	68,098.18 32.76 49.140	70,141.14 33.73 50.595

GRADE	2016													STEP AL1	
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13		
GRADE 19 (6Q0)	Ex	49,377.87	50,859.21	52,384.97	53,956.52	55,575.22	57,242.50	58,959.76	60,728.55	62,550.41	64,426.89	66,359.72	68,350.52	70,401.03	72,513.04
	H	23.74	24.45	25.20	25.94	26.71	27.54	28.37	29.20	30.10	30.98	31.94	32.88	33.87	34.90
	O	35,610	36,675	37,800	38,910	40,065	41,310	42,555	43,800	45,150	46,470	47,910	49,320	50,805	52,350
GRADE 19A (6QA)	Ex	51,106.08	52,639.27	54,218.44	55,845.00	57,520.36	59,245.98	61,023.32	62,854.07	64,739.67	66,681.85	68,682.30	70,742.78	72,865.06	75,051.00
	H	24.59	25.35	26.09	26.87	27.68	28.49	29.34	30.24	31.16	32.09	33.03	34.03	35.06	36.12
	O	36,885	38,025	39,135	40,305	41,520	42,735	44,010	45,360	46,740	48,135	49,545	51,045	52,590	54,180
GRADE 20 (6R0)	Ex	52,834.30	54,419.31	56,051.89	57,733.49	59,465.49	61,249.45	63,086.94	64,979.55	66,928.92	68,936.78	71,004.90	73,135.03	75,329.10	77,588.98
	H	25.41	26.15	26.95	27.79	28.62	29.48	30.35	31.28	32.20	33.18	34.16	35.17	36.25	37.34
	O	38,115	39,225	40,425	41,685	42,930	44,220	45,525	46,920	48,300	49,770	51,240	52,755	54,375	56,010
GRADE 20A (6RA)	Ex	54,683.51	56,324.01	58,013.75	59,754.17	61,546.78	63,393.19	65,294.95	67,253.81	69,271.44	71,349.56	73,490.07	75,694.77	77,965.59	80,304.57
	H	26.32	27.11	27.90	28.73	29.59	30.49	31.41	32.36	33.34	34.32	35.35	36.41	37.50	38.62
	O	39,480	40,665	41,850	43,095	44,385	45,735	47,115	48,540	50,010	51,480	53,025	54,615	56,250	57,930
GRADE 21 (6S0)	Ex	58,532.70	58,228.87	59,975.56	61,774.83	63,628.05	65,536.92	67,503.01	69,528.09	71,613.94	73,762.36	75,975.25	78,254.49	80,602.15	83,020.19
	H	27.17	27.99	28.86	29.70	30.59	31.54	32.48	33.44	34.46	35.47	36.52	37.63	38.77	39.94
	O	40,755	41,985	43,290	44,550	45,885	47,310	48,720	50,160	51,690	53,205	54,780	56,445	58,155	59,910
GRADE 21A (6SA)	Ex	58,511.35	60,266.70	62,074.71	63,936.94	65,855.04	67,830.70	69,865.60	71,961.60	74,120.44	76,344.06	78,634.37	80,993.42	83,423.18	85,925.90
	H	28.15	29.01	29.88	30.77	31.68	32.65	33.63	34.63	35.68	36.75	37.84	38.98	40.15	41.36
	O	42,225	43,515	44,820	46,155	47,520	48,975	50,445	51,945	53,520	55,125	56,760	58,470	60,225	62,040
GRADE 22 (6T0)	Ex	60,490.00	62,304.68	64,173.81	66,099.07	68,082.03	70,124.51	72,228.22	74,395.06	76,626.91	78,925.73	81,293.50	83,732.31	86,244.26	88,831.58
	H	29.09	29.95	30.85	31.75	32.75	33.72	34.71	35.78	36.84	37.98	39.10	40.27	41.49	42.72
	O	43,635	44,925	46,275	47,625	49,125	50,580	52,065	53,670	55,260	56,970	58,650	60,405	62,235	64,080
GRADE 22A (6TA)	Ex	62,607.15	64,485.37	66,419.94	68,412.51	70,464.90	72,578.85	74,756.23	76,998.88	79,308.87	81,688.13	84,138.79	86,662.95	89,262.83	91,940.73
	H	30.12	31.00	31.96	32.90	33.89	34.94	35.94	37.04	38.13	39.29	40.45	41.66	42.94	44.21
	O	45,180	46,500	47,940	49,350	50,835	52,410	53,910	55,560	57,195	58,935	60,675	62,490	64,410	66,315
GRADE 23 (6U0)	Ex	64,724.29	66,666.02	68,666.03	70,725.97	72,847.79	75,033.18	77,284.19	79,602.74	81,990.80	84,450.54	86,984.05	89,593.57	92,281.37	95,049.81
	H	31.09	32.07	33.01	34.01	35.04	36.09	37.17	38.27	39.43	40.60	41.82	43.07	44.39	45.69
	O	46,635	48,105	49,515	51,015	52,560	54,135	55,755	57,405	59,145	60,900	62,730	64,605	66,585	68,535
GRADE 23A (6UA)	Ex	66,989.64	68,999.35	71,069.32	73,201.40	75,397.44	77,659.38	79,989.14	82,388.81	84,860.49	87,406.30	90,028.49	92,729.33	95,511.21	98,376.56
	H	32.20	33.18	34.16	35.18	36.27	37.35	38.47	39.62	40.81	42.02	43.28	44.59	45.93	47.31
	O	48,300	49,770	51,240	52,770	54,405	56,025	57,705	59,430	61,215	63,030	64,920	66,885	68,895	70,965
GRADE 24 (6V0)	Ex	69,254.99	71,332.64	73,472.65	75,676.83	77,947.11	80,285.54	82,694.07	85,174.92	87,730.18	90,362.09	93,072.92	95,865.11	98,741.07	101,703.30
	H	33.30	34.29	35.33	36.38	37.48	38.60	39.76	40.97	42.19	43.44	44.74	46.12	47.49	48.91
	O	49,950	51,435	52,995	54,570	56,220	57,900	59,640	61,455	63,285	65,160	67,110	69,180	71,235	73,365
GRADE 24A (6VA)	Ex	71,678.94	73,829.31	76,044.18	78,325.50	80,675.28	83,095.52	85,588.39	88,156.02	90,800.72	93,524.73	96,330.46	99,220.40	102,197.00	105,262.92
	H	34.47	35.49	36.54	37.65	38.79	39.96	41.14	42.38	43.66	44.98	46.32	47.70	49.13	50.61
	O	51,705	53,235	54,810	56,475	58,185	59,940	61,710	63,570	65,490	67,470	69,480	71,550	73,695	75,915

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP AL1
GRADE 25 Ex (5W0) H O	74,102.86 35.63 53.445	76,325.93 36.70 55.050	78,615.71 37.78 56.670	80,974.18 38.94 58.410	83,403.42 40.10 60.150	85,905.55 41.30 61.950	88,482.68 42.56 63.840	91,137.15 43.83 65.745	93,871.31 45.14 67.710	96,687.41 46.49 69.735	99,588.04 47.88 71.820	102,575.69 49.31 73.965	105,652.96 50.79 76.185	108,822.63 52.33 78.495
GRADE 25A Ex (6WA) H O	76,696.46 36.88 55.320	78,997.36 38.00 57.000	81,367.24 39.13 58.695	83,808.30 40.30 60.450	86,322.55 41.51 62.265	88,912.19 42.76 64.140	91,579.58 44.05 66.075	94,326.96 45.36 68.040	97,156.79 46.73 70.095	100,071.49 48.13 72.195	103,073.64 49.58 74.370	106,165.84 51.07 76.605	109,350.81 52.58 78.870	112,631.32 54.17 81.255
GRADE 26 Ex (6X0) H O	79,290.05 38.13 57.195	81,668.76 39.29 58.935	84,118.82 40.45 60.675	86,642.37 41.66 62.490	89,241.63 42.93 64.395	91,918.92 44.20 66.300	94,676.47 45.53 68.295	97,516.77 46.88 70.320	100,442.26 48.30 72.450	103,455.54 49.75 74.625	106,559.19 51.23 76.845	109,755.98 52.77 79.155	113,048.63 54.36 81.540	116,440.11 55.97 83.955
GRADE 26A Ex (6XA) H O	82,065.22 39.46 59.190	84,527.17 40.65 60.975	87,062.99 41.87 62.805	89,674.88 43.13 64.695	92,365.11 44.43 66.645	95,187.57 45.73 68.595	97,990.14 47.13 70.695	100,929.86 48.55 72.825	103,957.74 50.00 75.000	107,076.47 51.50 77.250	110,288.77 53.03 79.545	113,597.41 54.64 81.960	117,005.37 56.28 84.420	120,515.52 57.95 86.925
GRADE 27 Ex (6Y0) H O	84,840.35 40.80 61.200	87,385.56 42.01 63.015	90,007.14 43.27 64.905	92,707.34 44.58 66.870	95,488.56 45.92 68.880	98,353.22 47.30 70.950	101,303.82 48.69 73.035	104,342.95 50.17 75.255	107,473.21 51.67 77.505	110,697.40 53.24 79.860	114,018.35 54.82 82.230	117,438.88 56.47 84.705	120,962.08 58.17 87.255	124,590.91 59.92 89.880
GRADE 27A Ex (6YA) H O	87,809.76 42.23 63.345	90,444.05 43.47 65.205	93,157.39 44.77 67.155	95,952.10 46.15 69.225	98,830.66 47.53 71.295	101,795.59 48.95 73.425	104,849.43 50.40 75.600	107,994.93 51.93 77.895	111,234.79 53.49 80.235	114,571.82 55.07 82.605	118,008.97 56.74 85.110	121,549.25 58.44 87.660	125,195.72 60.20 90.300	128,951.62 61.99 92.985
GRADE 28 Ex (6Z0) H O	90,779.17 43.64 65.460	93,502.56 44.96 67.440	96,307.61 46.30 69.450	99,196.89 47.69 71.535	102,172.78 49.12 73.680	105,237.97 50.59 75.885	108,395.08 52.12 78.180	111,646.94 53.68 80.520	114,996.34 55.30 82.950	118,446.24 56.97 85.455	121,999.63 58.69 88.035	125,659.62 60.45 90.675	129,429.42 62.25 93.375	133,312.28 64.12 96.180
GRADE 28A Ex (6ZA) H O	93,956.45 45.17 67.755	96,775.13 46.55 69.825	99,678.38 47.93 71.895	102,668.77 49.36 74.040	105,748.82 50.84 76.260	108,921.29 52.38 78.570	112,188.91 53.94 80.910	115,554.59 55.56 83.340	119,021.23 57.22 85.830	122,591.86 58.93 88.395	126,269.59 60.71 91.065	130,057.73 62.52 93.780	133,959.45 64.41 96.615	137,978.22 66.34 99.510
GRADE 29 Ex (600) H O	97,133.71 46.72 70.080	100,047.73 48.12 72.180	103,049.18 49.56 74.340	106,140.65 51.06 76.590	109,324.86 52.57 78.855	112,604.60 54.16 81.240	115,982.75 55.79 83.685	119,462.21 57.46 86.190	123,046.09 59.20 88.800	126,737.48 60.96 91.440	130,539.61 62.80 94.200	134,455.78 64.65 96.975	138,489.47 66.61 99.915	142,644.16 68.60 102.900
GRADE 29A Ex (60A) H O	100,533.39 48.33 72.495	103,549.39 49.79 74.685	106,655.89 51.28 76.920	109,855.58 52.82 79.230	113,151.23 54.42 81.630	116,545.77 56.04 84.060	120,042.16 57.74 86.610	123,643.40 59.47 89.205	127,352.70 61.25 91.875	131,173.31 63.07 94.605	135,108.48 64.98 97.470	139,161.75 66.92 100.380	143,336.60 68.93 103.395	147,636.71 70.99 106.485
GRADE 30 Ex (610) H O	103,933.05 49.94 74.910	107,051.08 51.46 77.190	110,262.60 52.99 79.485	113,570.50 54.62 81.930	116,977.58 56.25 84.375	120,486.92 57.93 86.895	124,101.53 59.65 89.475	127,824.58 61.48 92.220	131,659.31 63.30 94.950	135,609.11 65.23 97.845	139,677.36 67.18 100.770	143,867.69 69.17 103.755	148,183.71 71.27 106.905	152,629.25 73.40 110.100
GRADE 30A Ex (61A) H O	107,570.72 51.72 77.580	110,797.87 53.29 79.935	114,121.79 54.89 82.335	117,545.46 56.53 84.795	121,071.83 58.25 87.375	124,703.97 59.98 89.970	128,445.08 61.78 92.670	132,298.45 63.64 95.460	136,267.40 65.53 98.295	140,355.42 67.51 101.265	144,566.08 69.53 104.295	148,903.06 71.61 107.415	153,370.15 73.77 110.655	157,971.25 75.96 113.940

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE -- (FY2017) - 1%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP ALL
GRADE 31 (620)	Ex 111,208.40 H 53.48 O 80.220	114,544.67 55.06 82.590	117,981.00 56.72 85.080	121,520.43 58.42 87.630	125,166.04 60.17 90.255	128,921.03 61.97 92.955	132,788.65 63.83 95.745	136,772.30 65.75 98.625	140,875.49 67.72 101.580	145,101.74 69.77 104.655	149,454.78 71.88 107.820	153,938.30 74.03 111.045	158,556.59 76.23 114.345	163,313.27 78.53 117.795
GRADE 31A (62A)	Ex 115,100.70 H 55.34 O 83.010	118,553.71 57.00 85.500	122,110.31 58.72 88.080	125,773.63 60.49 90.735	129,546.83 62.29 93.435	133,433.24 64.17 96.255	137,436.22 66.09 99.135	141,559.33 68.05 102.075	145,806.10 70.11 105.165	150,180.31 72.20 108.300	154,685.69 74.39 111.585	159,326.28 76.61 114.915	164,106.08 78.92 118.380	169,029.26 81.28 121.920
GRADE 32 (630)	Ex 118,993.00 H 57.20 O 85.800	122,562.77 58.91 88.365	126,239.65 60.70 91.050	130,026.85 62.51 93.765	133,927.65 64.40 96.600	137,945.49 66.33 99.495	142,083.83 68.32 102.480	146,346.35 70.37 105.555	150,736.75 72.48 108.720	155,258.87 74.64 111.960	159,916.60 76.89 115.335	164,714.11 79.21 118.815	169,655.54 81.57 122.355	174,745.22 84.04 126.060
GRADE 32A (63A)	Ex 123,157.72 H 59.22 O 88.830	126,852.48 61.00 91.500	130,658.06 62.85 94.275	134,571.79 64.71 97.065	138,615.14 66.65 99.975	142,773.58 68.66 102.990	147,056.80 70.73 106.095	151,468.49 72.82 109.230	156,012.53 75.02 112.530	160,692.91 77.27 115.905	165,513.69 79.59 119.385	170,479.10 81.97 122.955	175,593.49 84.44 126.660	180,861.31 86.98 130.470
GRADE 33 (640)	Ex 127,322.48 H 61.21 O 91.815	131,142.18 63.04 94.560	135,076.44 64.96 97.440	139,128.71 66.90 100.350	143,302.59 68.91 103.365	147,601.65 70.97 106.455	152,029.71 73.11 109.665	156,590.58 75.30 112.950	161,288.31 77.55 116.325	166,126.95 79.87 119.805	171,110.81 82.28 123.420	176,244.08 84.76 127.140	181,531.45 87.29 130.935	186,977.37 89.90 134.850
GRADE 33A (64A)	Ex 131,778.77 H 63.34 O 95.010	135,732.15 65.27 97.905	139,804.12 67.22 100.830	143,998.24 69.24 103.860	148,318.19 71.32 106.980	152,767.72 73.45 110.175	157,350.73 75.65 113.475	162,071.25 77.91 116.865	166,933.41 80.26 120.390	171,941.44 82.66 123.990	177,099.66 85.15 127.725	182,412.66 87.73 131.595	187,885.04 90.34 135.510	193,521.58 93.03 139.545
GRADE 34 (650)	Ex 136,235.04 H 65.49 O 98.235	140,322.14 67.46 101.190	144,531.79 69.50 104.250	148,867.74 71.56 107.340	153,333.76 73.73 110.595	157,933.80 75.93 113.895	162,671.79 78.22 117.330	167,551.95 80.56 120.840	172,578.50 82.98 124.470	177,755.86 85.47 128.205	183,088.55 88.02 132.030	188,581.17 90.69 136.035	194,238.64 93.41 140.115	200,065.80 96.20 144.300
GRADE 34A (65A)	Ex 141,003.28 H 67.80 O 101.700	145,233.40 69.81 104.715	149,590.39 71.94 107.910	154,078.13 74.08 111.120	158,700.44 76.30 114.450	163,461.46 78.59 117.885	168,365.30 80.95 121.425	173,416.25 83.38 125.070	178,618.75 85.87 128.805	183,977.31 88.45 132.675	189,496.64 91.09 136.635	195,181.52 93.86 140.790	201,037.03 96.66 144.990	207,068.11 99.56 149.340
GRADE 35 (660)	Ex 145,771.50 H 70.09 O 105.135	150,144.65 72.19 108.285	154,649.01 74.37 111.555	159,288.48 76.59 114.885	164,067.13 78.90 118.350	168,989.15 81.26 121.890	174,058.81 83.69 125.535	179,280.58 86.21 129.315	184,658.99 88.78 133.170	190,198.77 91.47 137.205	195,904.76 94.20 141.300	201,781.83 97.02 145.530	207,835.35 99.95 149.925	214,070.38 102.95 154.425
GRADE 35A (66A)	Ex 150,873.52 H 72.54 O 108.810	155,399.75 74.72 112.080	160,061.71 76.95 115.425	164,863.57 79.26 118.890	169,809.48 81.63 122.445	174,903.76 84.09 126.135	180,150.87 86.62 129.930	185,555.39 89.22 133.830	191,122.06 91.90 137.850	196,855.72 94.65 141.975	202,761.44 97.50 146.250	208,844.21 100.40 150.600	215,109.58 103.41 155.115	221,562.86 106.50 159.750
GRADE 36 (670)	Ex 155,975.52 H 75.00 O 112.500	160,654.80 77.23 115.845	165,474.45 79.56 119.340	170,438.65 81.94 122.910	175,551.84 84.41 126.615	180,818.40 86.94 130.410	186,242.95 89.56 134.340	191,830.22 92.23 138.345	197,585.14 95.02 142.530	203,512.68 97.87 146.805	209,618.09 100.81 151.215	215,906.60 103.83 155.745	222,383.84 106.93 160.395	229,055.33 110.13 165.195
GRADE 36A (67A)	Ex 161,434.65 H 77.63 O 116.445	166,277.73 79.95 119.925	171,266.04 82.36 123.540	176,404.01 84.83 127.245	181,696.16 87.38 131.070	187,147.02 89.98 134.970	192,761.43 92.70 139.050	198,544.26 95.46 143.190	204,500.59 98.30 147.450	210,635.61 101.25 151.875	216,954.71 104.28 156.420	223,463.33 107.42 161.130	230,167.25 110.65 165.975	237,072.26 114.00 171.000

GRADE	2016			2016			2016			2016			2016		
	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL2	STEP AL3	STEP AL4
GRADE 1	Ex	22,097.62	22,765.51	23,443.36	24,146.68	24,871.06	25,617.19	H	10.74	11.03	11.38	11.72	12.08	12.43	12.80
	O	16.110	16.545	17.070	17.580	18.120	18.645								
GRADE 1A	Ex	22,871.03	23,562.31	24,263.88	24,991.79	25,741.58	26,513.80	H	11.00	11.32	11.67	12.02	12.38	12.74	13.10
	O	16.500	16.980	17.505	18.030	18.570	19.110								
GRADE 2	Ex	23,644.45	24,359.11	25,084.40	25,836.94	26,612.05	27,410.38	H	11.38	11.74	12.07	12.44	12.81	13.19	13.56
	O	17.070	17.610	18.105	18.660	19.215	19.785								
GRADE 2A	Ex	24,472.01	25,211.68	25,962.34	26,741.20	27,543.49	28,369.77	H	11.76	12.12	12.50	12.87	13.25	13.67	14.04
	O	17.640	18.180	18.750	19.305	19.875	20.505								
GRADE 3	Ex	25,299.58	26,064.25	26,840.30	27,645.51	28,474.84	29,329.13	H	12.16	12.53	12.92	13.28	13.70	14.10	14.50
	O	18.240	18.795	19.380	19.920	20.550	21.150								
GRADE 3A	Ex	26,185.04	26,976.47	27,779.72	28,613.12	29,471.51	30,355.65	H	12.59	12.98	13.35	13.79	14.19	14.61	15.00
	O	18.885	19.470	20.025	20.685	21.285	21.915								
GRADE 4	Ex	27,070.51	27,888.73	28,719.13	29,580.70	30,468.12	31,382.16	H	13.04	13.42	13.83	14.23	14.66	15.10	15.50
	O	19.560	20.130	20.745	21.345	21.990	22.650								
GRADE 4A	Ex	28,018.02	28,864.86	29,724.28	30,616.03	31,534.51	32,480.54	H	13.47	13.88	14.30	14.73	15.18	15.60	16.00
	O	20.205	20.820	21.450	22.095	22.770	23.400								
GRADE 5	Ex	28,965.47	29,840.92	30,729.46	31,651.33	32,600.89	33,578.89	H	13.94	14.35	14.77	15.22	15.67	16.16	16.60
	O	20.910	21.525	22.155	22.830	23.505	24.240								
GRADE 5A	Ex	29,979.26	30,885.37	31,805.00	32,759.16	33,741.91	34,754.16	H	14.44	14.90	15.34	15.82	16.28	16.76	17.20
	O	21.660	22.350	23.010	23.730	24.420	25.140								
GRADE 6	Ex	30,993.05	31,929.82	32,880.54	33,866.96	34,882.95	35,929.46	H	14.95	15.38	15.86	16.31	16.80	17.32	17.80
	O	22.425	23.070	23.790	24.465	25.200	25.980								
GRADE 6A	Ex	32,077.81	33,047.36	34,031.34	35,052.27	36,103.85	37,186.97	H	15.44	15.92	16.37	16.87	17.38	17.89	18.40
	O	23.160	23.880	24.555	25.305	26.070	26.835								

GRADE	2016			2016			2016			2016			2016		
	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL2	STEP AL3	STEP AL4
GRADE 13 Ex (6K0)	49,768.06	51,261.10	52,798.94	54,382.87	56,014.39	57,694.83	49,768.06	51,261.10	52,798.94	54,382.87	56,014.39	57,694.83	49,768.06	51,261.10	52,798.94
	H	23.98	24.67	25.42	26.16	26.95	H	23.98	24.67	25.42	26.16	26.95	H	23.98	24.67
	O	35.970	37.005	38.130	39.240	40.425	O	35.970	37.005	38.130	39.240	40.425	O	35.970	37.005
GRADE 13A Ex (6KA)	51,509.95	53,066.84	54,646.90	56,286.30	57,974.90	59,714.16	51,509.95	53,066.84	54,646.90	56,286.30	57,974.90	59,714.16	51,509.95	53,066.84	54,646.90
	H	24.80	25.53	26.31	27.10	27.89	H	24.80	25.53	26.31	27.10	27.89	H	24.80	25.53
	O	37.200	38.295	39.465	40.650	41.835	O	37.200	38.295	39.465	40.650	41.835	O	37.200	38.295
GRADE 14 Ex (6L0)	53,251.84	54,861.36	56,494.88	58,189.72	59,935.41	61,733.46	53,251.84	54,861.36	56,494.88	58,189.72	59,935.41	61,733.46	53,251.84	54,861.36	56,494.88
	H	25.62	26.41	27.18	27.99	28.84	H	25.62	26.41	27.18	27.99	28.84	H	25.62	26.41
	O	38.430	39.615	40.770	41.985	43.260	O	38.430	39.615	40.770	41.985	43.260	O	38.430	39.615
GRADE 14A Ex (6LA)	55,115.66	56,781.53	58,472.20	60,226.34	62,033.17	63,894.15	55,115.66	56,781.53	58,472.20	60,226.34	62,033.17	63,894.15	55,115.66	56,781.53	58,472.20
	H	26.52	27.31	28.14	29.00	29.87	H	26.52	27.31	28.14	29.00	29.87	H	26.52	27.31
	O	39.780	40.965	42.210	43.500	44.805	O	39.780	40.965	42.210	43.500	44.805	O	39.780	40.965
GRADE 15 Ex (6M0)	56,979.44	58,701.64	60,449.50	62,263.00	64,130.89	66,054.81	56,979.44	58,701.64	60,449.50	62,263.00	64,130.89	66,054.81	56,979.44	58,701.64	60,449.50
	H	27.42	28.25	29.09	29.95	30.85	H	27.42	28.25	29.09	29.95	30.85	H	27.42	28.25
	O	41.130	42.375	43.635	44.925	46.275	O	41.130	42.375	43.635	44.925	46.275	O	41.130	42.375
GRADE 15A Ex (6MA)	58,973.73	60,756.22	62,565.23	64,442.20	66,375.45	68,366.74	58,973.73	60,756.22	62,565.23	64,442.20	66,375.45	68,366.74	58,973.73	60,756.22	62,565.23
	H	28.38	29.21	30.11	30.99	31.94	H	28.38	29.21	30.11	30.99	31.94	H	28.38	29.21
	O	42.570	43.815	45.165	46.485	47.910	O	42.570	43.815	45.165	46.485	47.910	O	42.570	43.815
GRADE 16 Ex (6N0)	60,988.02	62,797.06	64,680.96	66,621.41	68,620.06	70,678.65	60,988.02	62,797.06	64,680.96	66,621.41	68,620.06	70,678.65	60,988.02	62,797.06	64,680.96
	H	29.31	30.21	31.10	32.05	32.99	H	29.31	30.21	31.10	32.05	32.99	H	29.31	30.21
	O	43.965	45.315	46.650	48.075	49.485	O	43.965	45.315	46.650	48.075	49.485	O	43.965	45.315
GRADE 16A Ex (6NA)	63,101.89	65,009.13	66,944.81	68,953.13	71,021.75	73,152.39	63,101.89	65,009.13	66,944.81	68,953.13	71,021.75	73,152.39	63,101.89	65,009.13	66,944.81
	H	30.38	31.30	32.22	33.21	34.20	H	30.38	31.30	32.22	33.21	34.20	H	30.38	31.30
	O	45.570	46.950	48.330	49.815	51.300	O	45.570	46.950	48.330	49.815	51.300	O	45.570	46.950
GRADE 17 Ex (6O0)	65,235.77	67,207.51	69,208.63	71,284.89	73,423.44	75,626.15	65,235.77	67,207.51	69,208.63	71,284.89	73,423.44	75,626.15	65,235.77	67,207.51	69,208.63
	H	31.37	32.33	33.30	34.29	35.32	H	31.37	32.33	33.30	34.29	35.32	H	31.37	32.33
	O	47.055	48.495	49.950	51.435	52.980	O	47.055	48.495	49.950	51.435	52.980	O	47.055	48.495
GRADE 17A Ex (6OA)	67,519.03	69,559.78	71,630.94	73,779.87	75,993.25	78,273.05	67,519.03	69,559.78	71,630.94	73,779.87	75,993.25	78,273.05	67,519.03	69,559.78	71,630.94
	H	32.49	33.45	34.47	35.49	36.54	H	32.49	33.45	34.47	35.49	36.54	H	32.49	33.45
	O	48.735	50.175	51.705	53.235	54.810	O	48.735	50.175	51.705	53.235	54.810	O	48.735	50.175
GRADE 18 Ex (6P0)	69,802.26	71,912.04	74,053.27	76,274.86	78,563.09	80,919.96	69,802.26	71,912.04	74,053.27	76,274.86	78,563.09	80,919.96	69,802.26	71,912.04	74,053.27
	H	33.61	34.61	35.66	36.73	37.82	H	33.61	34.61	35.66	36.73	37.82	H	33.61	34.61
	O	50.415	51.915	53.490	55.095	56.730	O	50.415	51.915	53.490	55.095	56.730	O	50.415	51.915
GRADE 18A Ex (6PA)	72,245.37	74,428.97	76,645.09	78,944.47	81,312.78	83,752.15	72,245.37	74,428.97	76,645.09	78,944.47	81,312.78	83,752.15	72,245.37	74,428.97	76,645.09
	H	34.72	35.79	36.85	37.98	39.10	H	34.72	35.79	36.85	37.98	39.10	H	34.72	35.79
	O	52.080	53.685	55.275	56.970	58.650	O	52.080	53.685	55.275	56.970	58.650	O	52.080	53.685

GRADE		2016			2016			2016			2016		
		STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 19	Ex	74,688.46	76,945.93	79,237.00	81,614.06	84,062.50	86,584.37						
(6Q0)	H	35.92	37.01	38.12	39.28	40.44	41.65						
	O	53.880	55.515	57.180	58.920	60.660	62.475						
GRADE 19A	Ex	77,302.53	79,639.02	82,010.25	84,470.58	87,004.69	89,614.85						
(6QA)	H	37.19	38.30	39.45	40.63	41.86	43.12						
	O	55.785	57.450	59.175	60.945	62.790	64.680						
GRADE 20	Ex	79,916.63	82,314.14	84,783.56	87,327.08	89,946.88	92,645.30						
(6R0)	H	38.46	39.60	40.80	42.01	43.27	44.58						
	O	57.690	59.400	61.200	63.015	64.905	66.870						
GRADE 20A	Ex	82,713.71	85,213.73	87,750.97	90,383.52	93,095.02	95,887.87						
(6RA)	H	39.80	41.00	42.22	43.46	44.76	46.13						
	O	59.700	61.500	63.330	65.190	67.140	69.195						
GRADE 21	Ex	85,510.79	88,095.36	90,718.41	93,439.95	96,243.14	99,130.44						
(6S0)	H	41.12	42.36	43.64	44.96	46.30	47.68						
	O	61.680	63.540	65.460	67.440	69.450	71.520						
GRADE 21A	Ex	88,503.66	91,178.68	93,893.56	96,710.37	99,611.67	102,600.01						
(6SA)	H	42.59	43.86	45.17	46.53	47.92	49.35						
	O	63.885	65.790	67.755	69.795	71.880	74.025						
GRADE 22	Ex	91,496.57	94,262.06	97,068.69	99,980.75	102,980.17	106,069.57						
(6T0)	H	44.03	45.34	46.71	48.09	49.53	51.03						
	O	66.045	68.010	70.065	72.135	74.295	76.545						
GRADE 22A	Ex	94,698.94	97,561.22	100,466.09	103,480.08	106,584.49	109,781.99						
(6TA)	H	45.54	46.89	48.31	49.76	51.25	52.78						
	O	68.310	70.335	72.465	74.640	76.875	79.170						
GRADE 23	Ex	97,901.30	100,860.38	103,863.49	106,979.42	110,188.79	113,494.45						
(6U0)	H	47.08	48.50	49.92	51.44	52.96	54.60						
	O	70.620	72.750	74.880	77.160	79.440	81.900						
GRADE 23A	Ex	101,327.87	104,390.51	107,498.74	110,723.66	114,045.37	117,466.76						
(6UA)	H	48.72	50.19	51.69	53.26	54.84	56.49						
	O	73.080	75.285	77.535	79.890	82.260	84.735						
GRADE 24	Ex	104,754.40	107,920.62	111,133.96	114,467.96	117,902.02	121,439.06						
(6V0)	H	50.37	51.90	53.45	55.03	56.68	58.39						
	O	75.555	77.850	80.175	82.545	85.020	87.585						
GRADE 24A	Ex	108,420.82	111,697.84	115,023.63	118,474.35	122,028.58	125,689.46						
(6VA)	H	52.13	53.69	55.32	56.98	58.70	60.46						
	O	78.195	80.535	82.980	85.470	88.050	90.690						

GRADE		2016			2016			2016			2016		
		STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 25	Ex	112,087.20	115,475.05	118,913.34	122,480.73	126,155.15	129,939.80						
(6W0)	H	53.89	55.51	57.17	58.88	60.66	62.48						
	O	80.835	83.265	85.755	88.320	90.990	93.720						
GRADE 25A	Ex	116,010.26	119,516.68	123,075.28	126,767.55	130,570.60	134,487.69						
(6WA)	H	55.80	57.47	59.21	60.97	62.82	64.66						
	O	83.700	86.205	88.815	91.455	94.230	96.990						
GRADE 26	Ex	119,933.30	123,558.29	127,237.24	131,054.36	134,985.98	139,035.57						
(6X0)	H	57.67	59.40	61.18	63.01	64.92	66.85						
	O	86.505	89.100	91.770	94.515	97.380	100.275						
GRADE 26A	Ex	124,130.97	127,882.84	131,690.58	135,641.28	139,710.50	143,901.84						
(6XA)	H	59.68	61.50	63.33	65.25	67.20	69.20						
	O	89.520	92.250	94.995	97.875	100.800	103.800						
GRADE 27	Ex	128,328.65	132,207.37	136,143.88	140,228.18	144,435.03	148,768.08						
(6Y0)	H	61.73	63.59	65.47	67.44	69.46	71.54						
	O	92.595	95.385	98.205	101.160	104.190	107.310						
GRADE 27A	Ex	132,820.14	136,834.63	140,908.89	145,136.16	149,490.25	153,974.96						
(6YA)	H	63.85	65.77	67.76	69.78	71.90	74.05						
	O	95.775	98.655	101.640	104.670	107.850	111.075						
GRADE 28	Ex	137,311.65	141,461.90	145,673.94	150,044.14	154,545.47	159,181.85						
(6Z0)	H	66.04	68.01	70.07	72.16	74.33	76.56						
	O	99.060	102.015	105.105	108.240	111.495	114.840						
GRADE 28A	Ex	142,117.56	146,413.07	150,772.52	155,295.71	159,954.57	164,753.21						
(6ZA)	H	68.33	70.38	72.50	74.66	76.91	79.22						
	O	102.495	105.570	108.750	111.990	115.365	118.830						
GRADE 29	Ex	146,923.46	151,364.25	155,871.14	160,547.26	165,363.64	170,324.55						
(600)	H	70.66	72.77	74.96	77.21	79.54	81.92						
	O	105.990	109.155	112.440	115.815	119.310	122.880						
GRADE 29A	Ex	152,065.77	156,661.96	161,326.60	166,166.38	171,151.38	176,285.92						
(60A)	H	73.14	75.34	77.58	79.91	82.32	84.80						
	O	109.710	113.010	116.370	119.865	123.480	127.200						
GRADE 30	Ex	157,208.13	161,959.72	166,782.09	171,785.55	176,939.09	182,247.29						
(610)	H	75.60	77.86	80.22	82.62	85.08	87.63						
	O	113.400	116.790	120.330	123.930	127.620	131.445						
GRADE 30A	Ex	162,710.38	167,628.31	172,619.45	177,798.05	183,131.99	188,625.93						
(61A)	H	78.25	80.60	83.01	85.49	88.03	90.70						
	O	117.375	120.900	124.515	128.235	132.045	136.050						

GRADE		2016			2016			2016			2016		
		STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 31	Ex	168,212.68	173,296.91	178,456.84	183,810.54	189,324.84	195,004.61						
(620)	H	80.86	83.30	85.82	88.40	91.03	93.78						
	O	121.290	124.950	128.730	132.600	136.545	140.670						
GRADE 31A	Ex	174,100.13	179,362.29	184,702.83	190,243.91	195,951.22	201,829.76						
(62A)	H	83.71	86.23	88.79	91.50	94.21	97.03						
	O	125.565	129.345	133.185	137.250	141.315	145.545						
GRADE 32	Ex	179,987.56	185,427.69	190,948.81	196,677.28	202,577.61	208,654.93						
(630)	H	86.56	89.14	91.80	94.58	97.43	100.33						
	O	129.840	133.710	137.700	141.870	146.145	150.495						
GRADE 32A	Ex	186,287.12	191,917.63	197,632.02	203,560.97	209,667.83	215,957.86						
(63A)	H	89.60	92.26	95.05	97.90	100.83	103.85						
	O	134.400	138.390	142.575	146.850	151.245	155.775						
GRADE 33	Ex	192,586.69	198,407.62	204,315.22	210,444.67	216,758.01	223,260.76						
(640)	H	92.60	95.38	98.23	101.19	104.22	107.36						
	O	138.900	143.070	147.345	151.785	156.330	161.040						
GRADE 33A	Ex	199,327.23	205,351.89	211,466.25	217,810.24	224,344.54	231,074.88						
(64A)	H	95.83	98.73	101.69	104.73	107.87	111.12						
	O	143.745	148.095	152.535	157.095	161.805	166.680						
GRADE 34	Ex	206,067.78	212,296.18	218,617.32	225,175.80	231,931.08	238,889.01						
(650)	H	99.09	102.07	105.12	108.27	111.52	114.87						
	O	148.635	153.105	157.680	162.405	167.280	172.305						
GRADE 34A	Ex	213,280.15	219,726.52	226,268.90	233,056.96	240,048.67	247,250.14						
(65A)	H	102.56	105.64	108.79	112.05	115.42	118.88						
	O	153.840	158.460	163.185	168.075	173.130	178.320						
GRADE 35	Ex	220,492.49	227,156.89	233,920.50	240,938.13	248,166.24	255,611.25						
(660)	H	106.04	109.22	112.47	115.86	119.34	122.91						
	O	159.060	163.830	168.705	173.790	179.010	184.365						
GRADE 35A	Ex	228,209.74	235,107.39	242,107.72	249,370.94	256,852.07	264,557.62						
(66A)	H	109.72	113.02	116.41	119.92	123.50	127.20						
	O	164.580	169.530	174.615	179.880	185.250	190.800						
GRADE 36	Ex	235,926.97	243,057.88	250,294.93	257,803.79	265,537.88	273,504.03						
(670)	H	113.44	116.86	120.34	123.95	127.69	131.53						
	O	170.160	175.290	180.510	185.925	191.535	197.295						
GRADE 36A	Ex	244,184.43	251,564.90	259,055.25	266,826.90	274,831.71	283,076.65						
(67A)	H	117.39	120.92	124.54	128.29	132.13	136.10						
	O	176.085	181.380	186.810	192.435	198.195	204.150						